



NEWSLETTER

FAIR EMPLOYMENT WEEK 2026

**Say Hello from the
VP Contract
Academic**

**"Here in Front
of You"
A Poem**

**What Does "Fair
Employment"
mean to you?**

**Fair Employment
NOW!
Campaign**

SAY HELLO TO YOUR CAS COLLEAGUES

JEFFREY MARK MCNALLY | COMPUTER SCIENCE, UNBSJ

Greetings, AUNBT members.

I hope you have taken the time lately to say hello to your colleagues. We are all part of the UNB community, and those everyday interactions matter. Say hello to the AUNBT Full-Time members you see. Say hello to the AUNBT Contract Academic Staff (CAS) members you see.



Photo Credit:
UNB Media Services

**What's that? You don't see them? You don't know who they are?
Have you noticed fewer of them around lately?**

There is a reason for that.

When UNB makes cuts, year after year, those cuts often come in the form of reduced teaching opportunities for CAS members. Sections are merged to create larger classes, courses are cancelled, and extra teaching is sometimes assigned to Full-Time members through voluntary or paid overloads.

And who pays the price? Your AUNBT Contract Academic members.

Recently, I have spoken with several CAS members, and the conversations have been sad. I have heard statements such as:

- *"After years of teaching here, I'm worried there will be nothing for me next year. I have a mortgage. I have kids."*
- *"I managed to get one course this term, but nothing for next term... yet."*
- *"I couldn't get any courses this fall, but hopefully something will show up for the next one."*
- *"Others talk about retiring, but UNB won't even provide us with health benefits, let alone pension options. Perhaps I'll just keep teaching until I"*

These are not simply scheduling inconveniences. They are people's livelihoods, families, and futures.



SAY HELLO, CONTINUED

JEFFREY MARK MCNALLY | COMPUTER SCIENCE, UNBSJ

WHAT DOES FAIR EMPLOYMENT MEAN?

The Canadian Association of University Teachers (CAUT) designates October 19–23, 2026, as **Fair Employment Week**. AUNBT is proud to join the campaign, which has for its motto, "Teaching timeless knowledge on a time-bound contract."

We all know that CAS members are experts in their fields. Many hold PhDs, and many have taught at UNB for years. They bring knowledge, experience, and commitment to their classrooms, yet they do this without the employment security that others may take for granted.

So, what does fair employment mean to you? And what can you do this week to help make it a reality?

1. Fair employment means fair working conditions.

Fair Employment Week draws attention to the working conditions of CAS members. They deserve employment security, access to medical benefits, retirement planning options, and the resources they need to do their jobs effectively.

In 2026, UNB reported its 13th appearance on Canada's Top 100 Employers list. Yet UNB's more than 550 CAS employees lack employer-provided medical coverage and have no employer-sponsored pension options. They also receive no remuneration for UNB work done outside the classroom, even when that work is requested by UNB.

How can an institution be recognized as a top employer while so many of its instructors lack these basic employment supports?

When UNB properly supports CAS members, the benefits extend beyond those employees. Our students benefit, our academic departments benefit, and the entire university community becomes stronger.

2. Fair employment means a voice in university governance.

CAS members deserve a meaningful say in the shared governance of UNB.

They teach a significant proportion of the university's courses, yet often have little input into academic planning and the management of university resources. They frequently teach introductory courses and are among the first people students turn to for academic guidance, yet their voices are not always represented in departmental discussions or campus committees.

Even when CAS members serve on important committees such as Senate, they may be among the few people in the room doing so on a voluntary, unpaid basis.

If CAS members are helping shape the academic lives of our students, shouldn't they also have a meaningful voice in the decisions that shape our university?

When UNB recognizes the value of CAS input, our entire academic community can reach greater heights.

SAY HELLO, CONTINUED

JEFFREY MARK MCNALLY | COMPUTER SCIENCE, UNBSJ

3. Fair employment means recognizing the contributions of CAS members.

Despite precarious employment, CAS members routinely go above and beyond their contractual teaching responsibilities.

They voluntarily supervise student theses and projects. They adjust their office hours to help students when they need support. They prepare new courses and revise existing ones, sometimes between contracts and without compensation. They provide encouragement, mentorship, and a listening ear, and they write reference letters that help students move forward in their academic and professional lives.

These contributions matter. They make a real difference to our students and to UNB.

The university benefits from this commitment. Fair employment means recognizing and properly supporting the people who provide it.

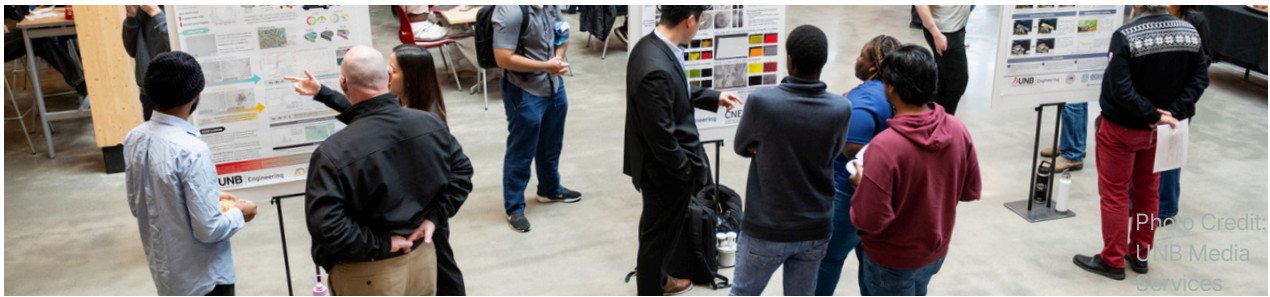
WHAT CAN YOU DO THIS WEEK?

Fair Employment Week is an opportunity to start conversations and turn support into action. Here are some things you can do:

- **Raise the issue:** Bring up the importance of CAS representation and input at your departmental and faculty meetings.
- **Include your colleagues:** Advocate for departmental and faculty policies that invite CAS members to meetings and events as contributing members of the academic community.
- **Recognize the work:** Acknowledge the unpaid work CAS members do and actively work toward fair compensation for that work.
- **Demand health coverage:** Urge UNB, repeatedly and persistently, to provide medical coverage to CAS members.
- **Demand retirement options:** Urge UNB to provide CAS members with meaningful retirement planning options and pension support.
- **Say hello:** Say hello to a CAS member you know. Say hello to a CAS member you don't know. And keep saying hello.

Jeffrey Mark McNally
AUNBT Vice President, Contract Academic Employees





FAIR EMPLOYMENT FOR CONTRACT ACADEMICS

WHAT DOES IT MEAN TO YOU?: A SURVEY

"Fair Employment Week to me is about promoting equality. Its about giving contract academics equal respect in the work place, equal pay and equal benefits. Its about recognizing that they do equal work and should not treated like be second class citizens."

-Contract Academic Member

"Decades of neoliberal governance have meant that contract academic work has increasingly come to predominate in higher education, a phenomenon described as adjunctification. Contract instructors are responsible for a significant portion of university education, yet they work under conditions that make effective pedagogy nearly impossible—low wages and no job security. This harms both the contract instructor and students in the classroom. It is to the benefit of all for these conditions to be improved."

-Full-Time Member

"Fair employment for Contract Academics has multiple aspects. One aspect is fair pay for the work Contract Academics do. Contract Academics often work many hours outside of the stated class time in teaching a course and preparation for a course is not always taken into consideration. A second aspect relates to benefits. Contract Academics do not have a pension plan and do not receive the health plan benefits that full-time academics have access to. It is important for AUNBT to consider ways to make improvements to the working conditions of Contract Academics through collective bargaining."

-Full-Time Member

Tell us what "Fair Employment for Contract Academics" means to you!



UPCOMING EVENTS

UNB SENATE MEETINGS FREDERICTON AND SAINT JOHN

OCTOBER 20, FREDERICTON

4:00 PM, Tilley Hally, Room 303

OCTOBER 21, SAINT JOHN

4:00 PM, Oland Hall, Room 208

FALL GENERAL MEETING

Informational Meeting

DECEMBER 15, 10:00 AM

UNB Fredericton
Wu Center, Chancellor's Room

UNB Saint John
Hazen Hall, Room 225



HERE IN FRONT OF YOU!

A POEM

Do you see me? In front of my classroom?
Helping you all learn, speaking with a boom.
Showing you a future, a dream to see come true.
Do you see me; here in front of you?

Do you see me? My office just next door?
Working all those hours, walking down the floors.
Helping you succeed, with my marking fingers blue.
Do you see me; here in front of you?

Do you see me, applying once again?
Wanting the respect, to do my job again.
Reviewed every season; criticized when through.
Do you see me; here in front of you?

Do you see me, contributing my best?
Teaching extra classes, larger than the rest.
Everyday unvalued; everyday looked through.
Do you see me; here in front of you?

I can see you, I see it all came true.
Your happiness has happened, a job, a family too.
I see you in your fancy car; the travels that you do.
I can see you; I helped those dreams come true.

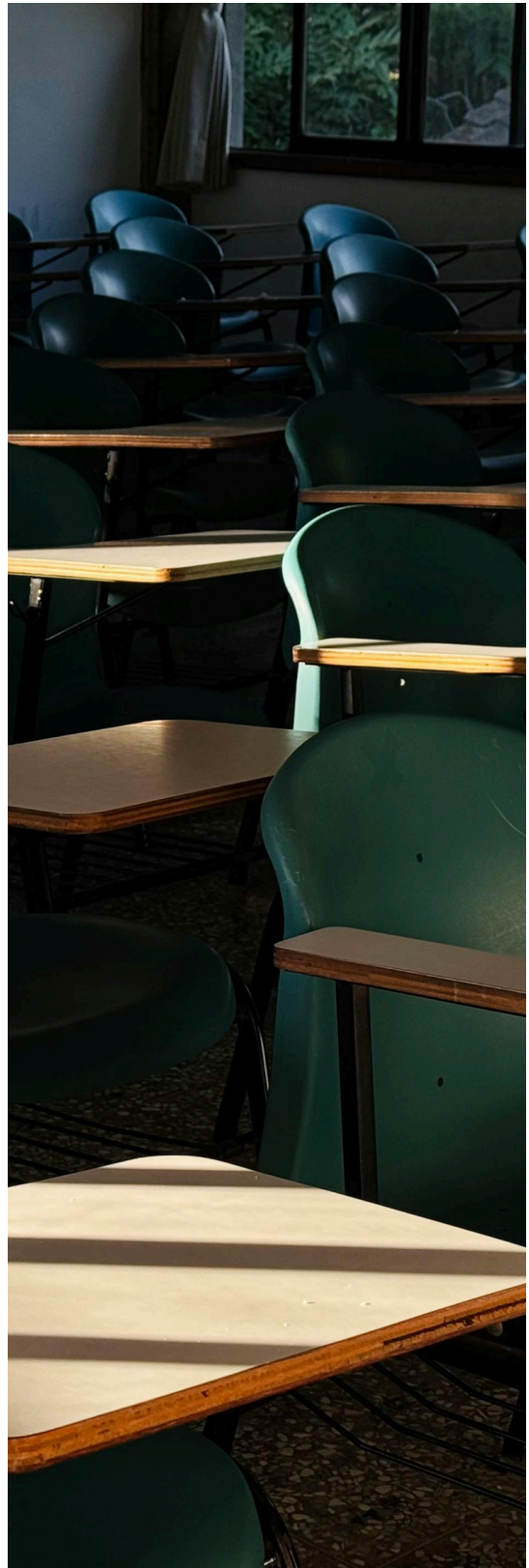
I can see you, the University.
In the students pour; the best you'll ever see.
They raise you in daily news; they accolade for you.
I can see you; why don't you see me too?

Do you see me? It's not gone as I planned.
Do you see me? My future did not land.
I cannot feed my family; I cannot live in town.
Do you see me? My world gone all around!

Do you see me? Asking now of you?
Do you see me? Begging for some food.
A scrap, a bite, a bit will do.
Do you see me? Down in front of you?

signed:

A Long-Term UNB Contract Academic,
No Stability. No pension. No benefits. No respect.
No hope???



**AUNBT**ASSOCIATION of
UNIVERSITY of
NEW BRUNSWICK
TEACHERS

FALL 2026

SPECIAL EDITION

FAIR EMPLOYMENT NOW!

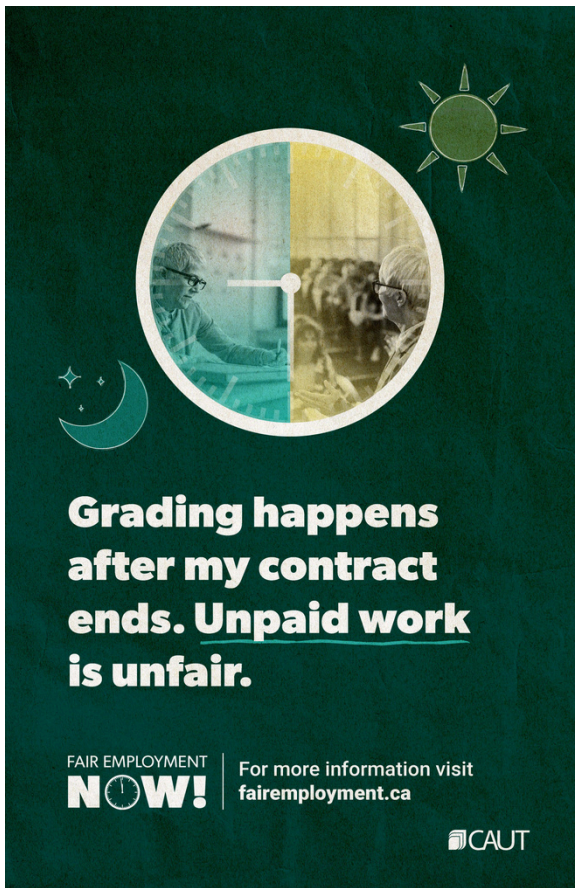
 **CAUT**
Canadian Association of
University Teachers

"Across Canada, contract academic staff (CAS) teach a significant proportion of post-secondary courses yet face low pay, job insecurity, limited benefits, and exclusion from institutional governance.

Chronic underfunding and the casualization of academic work threaten both academic workers and the quality of post-secondary education.

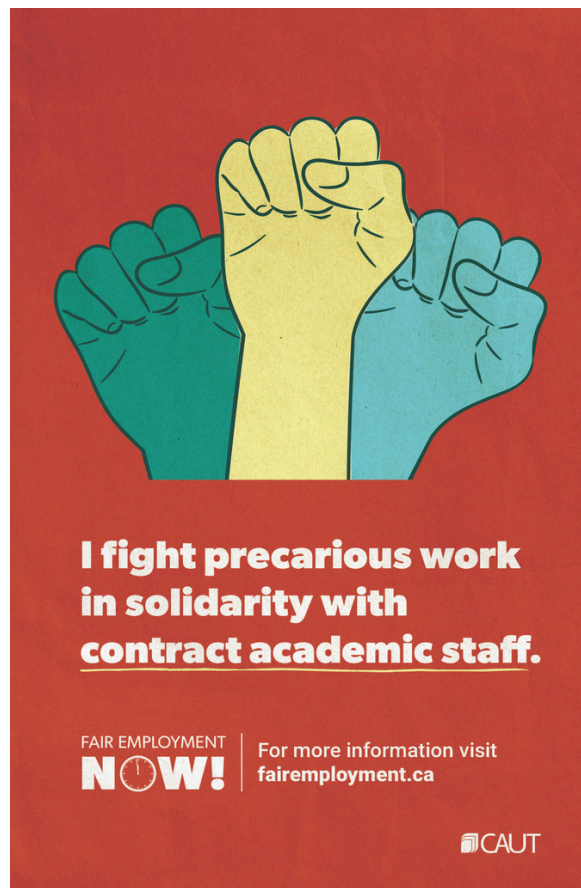
Fair Employment Now! is a national campaign led by the Canadian Association of University Teachers (CAUT) to secure fair, stable and equitable working conditions for CAS. It connects the working conditions of CAS to broader advocacy for fairness and quality education."

Join the Fight against Precarity! Click the images below to learn more about the campaign.



**Grading happens
after my contract
ends. Unpaid work
is unfair.**

FAIR EMPLOYMENT
NOW! For more information visit
fairemployment.ca



**I fight precarious work
in solidarity with
contract academic staff.**

FAIR EMPLOYMENT
NOW! For more information visit
fairemployment.ca

