

Bargaining Bulletin

Issue #8: September 1, 2020

DFA 2020 Bargaining Team

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At-the-Table: Sixth Collective Bargaining Meeting - Monday, August 31

Yesterday, the Board's negotiations team presented the proposed amendments to their pension plan proposal, which embodied the cessation of transfers. Under Dalhousie's current Pension Plan, the transfer of funds between the Pension Trust Fund and the Retiree Trust Fund allows for catch-up indexing of the pension.

The cessation of transfers would have a serious impact on the pension benefits of future retirees. From 2003 to 2018, catch-up indexing totaled 7.329%, providing our retirees with a significant level of protection from inflation. Without catch-up indexing, the pensions of members who retired 15 years ago would be 7.329% less than what they are receiving today. **The Board's proposed amendments to the pension plan would make it very unlikely that any catch-up indexing would ever be provided in the future.**

While the DFA team will be reviewing the numbers of the Board's latest proposal with our actuarial consultant, **our Bargaining Team explicitly stated that we will not be recommending the Board's proposal to our Members.**

The teams also discussed changes to the Canada Pension Plan (CPP) and the Board's proposal to unstack the CPP from the Dalhousie Pension Plan. **The DFA team also made it clear that we will not recommend this proposal to our Members.**

At yesterday's meeting, the DFA team responded to the Board's counter-proposal on our COVID Letter of Understanding. Many of the issues have been resolved, but the Board indicated they will not agree to DFA's proposal regarding faculty return to campus.

At the next meeting (September 18), all other outstanding issues will be addressed. Final enrolment numbers will be presented by the Board later in September so monetary proposals can be further discussed. (See *Next Steps* below for dates of upcoming bargaining meetings).

Job Actions Committee (JAC) Update

The JAC has selected a company to process Members' pay in the event of a strike or lockout. As we move closer to job action, Members will receive an email with instructions on setting up their banking information on a secure platform.

The JAC Communications Team has developed a communication plan that will come into effect if and when either side files for conciliation.

Next Steps

Bargaining Meetings: There are four additional collective bargaining meetings scheduled: September 18, 25, 29 and 30.

Testing DFA's Voting Program: This week, we will be testing our on-line voting program. Watch your Dalhousie email address (**NOT** the alternate email you provided) for an invitation to take part in the test vote. **The invitation will come from DFA Voting <support@immediac.com> so please add that address to your contact list or check your spam/junk folder.**

Pension Meeting: In early September, we will be meeting with actuarial consultant Paul Chang and DFA's representatives on the Pension Advisory Committee. A Bargaining Bulletin with more details on the pension issues will be distributed to our Members after that.

General Meeting: We are planning a meeting of the full Bargaining Unit for the first week of October. Please watch your regular Dalhousie email for meeting details.

Questions or comments?

Email dfa@dal.ca or DFA President Dave Westwood at david.a.westwood@gmail.com.

Please stay in touch and up to date!

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