

Bargaining Bulletin

Issue #9: September 18, 2020

DFA 2020 Bargaining Team

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At-the-Table: Seventh Collective Bargaining Meeting - Friday, September 18

Earlier today, DFA's bargaining team and the Board's team met for the seventh time in this round of collective bargaining. Here is an overview of what was discussed.

Updated Enrolment Figures

DFA's Chief Negotiator raised for discussion Dalhousie's updated enrolment figures. As of September 13, when compared to last year's enrolment, there is **an increase of 3.4% in overall enrolment for the 2020/2021 academic year.** (In June 2020, the Board had projected an enrolment *decrease* of 29% for 2020/2021.)

Revised Monetary Package

The Board presented proposed amendments to their monetary package. To summarize, the Board now proposes:

- **No IMC adjustment** for the next three years.
- **CDI and steps will be given** each year as usual, but not increased.
- **No monetary increases** to PDA, Health Spending Account, etc. for the next three years.

The Board has not moved from their proposed cessation of the transfer of funds between the Pension Trust Fund and the Retiree Trust Fund. The current transfer of funds allows for catch-up indexing of the pension. The Board has also not moved from their proposal to unstack the CPP from the Dalhousie Pension Plan. (*Refer to [Bargaining Bulletin #7](#) and [Bargaining Bulletin #8](#) for further details on how proposed pension changes would affect DFA Members.*)

Workload Survey Results

The DFA Bargaining Team presented a summary of the workload survey recently completed by our Members. We had a response rate of over 71%. In an effort to provide insight into the mental and physical wellness of our Members as we begin the fall term, quantitative responses and some comments were shared, highlighting many Members' increased workload, perceived stress, and reduction in work/life balance and vacation time.

Job Actions Committee (JAC) Update

The JAC is preparing a document answering your frequently asked questions regarding job action. It will be ready for distribution to our Membership before the end of September.

Next Steps

Pension Update: Last week, DFA consulted with actuarial consultant Paul Chang regarding the Board's proposed changes to the pension plan. A document explaining the changes and how they would affect our Members will be circulated to our Membership later this month.

General Meeting: We are planning a meeting of the full Bargaining Unit in the next couple of weeks. Please watch your regular Dalhousie email for meeting details. It will be held by zoom.

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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