

Bargaining Bulletin

Issue #4: August 6, 2020

DFA 2020 Bargaining Team

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Chief Negotiator

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Barbara MacLennan
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At-the-Table Update: Third Collective Bargaining Meeting - Thursday, July 30

The DFA Bargaining Team met with the Dalhousie Board of Governors Bargaining Team last Thursday.

We discussed the DFA COVID Letter of Understanding (LoU). The DFA and the Board agree on certain aspects of the LoU, but importantly the Board rejected our proposal regarding Members returning to work. Our proposal would give Members:

- the option to work remotely or on campus; and
- access their regular places of work, provided they comply with physical distancing and group gathering requirements imposed by the provincial Medical Officer of Health.

The PowerPoint presentation discussed at DFA General Meeting on July 14 outlines DFA proposals and Board. That presentation is posted to the Member-Only area of dfa.ns.ca (under *Collective Bargaining/Collective Bargaining 2020/DFA Bargaining Proposals*).

During the meeting, DFA Chief Negotiator Ray Larkin strongly expressed his concern about the lack of respect the administration is showing the faculty. At a time when Members are managing extraordinary workloads from their homes using their personal resources, the Board is proposing a 5% salary rollback followed by a two-year salary freeze. He told the Board's team that the "work more and get paid less" approach of the Board and its demands for take-aways from pension benefits amount to "death by a thousand cuts" for struggling faculty and suggested they needed to re-think their approach.

The two Bargaining Teams meet again on Monday, August 17 and Tuesday, August 18. The DFA plans to discuss online teaching proposals, staffing proposals and the Board's proposal regarding federal government changes to the Canada Pension Plan.

Job Actions Committee (*formerly Strike Coordination Committee*)

To better reflect the mandate of this committee, the Strike Action Committee has been renamed the Job Actions Committee. Preparation for lock-out and/or strike are underway. Membership is growing and we now have 15 volunteers from our Membership on this committee, in addition to the DFA staff members. If you are willing to help out in the planning phase, please email Tara.Perrot@dal.ca.

Online Communications

If a lock-out or strike happens, DFA will rely heavily on various social media platforms, email and our website for communicating with our Membership. Please follow us on Twitter (@dalfacultyassoc), like our Facebook Page (<https://www.facebook.com/dalfacultyassoc>), and ensure you have access to the Member only area of our website. We have recently set up an Instagram account and will begin using that in the coming weeks.

If you have forgotten your password to the Member Only area, please follow these instructions:

1. Visit <https://www.dfa.ns.ca/> login
2. Enter the email that the DFA currently uses to communicate with you (likely your Dalhousie email).
3. Select the “forgot password” option on the log in page. A reset password email will be sent to your email address noted above – **the email comes from immediaC, so it may go to your spam and junk.**

If you are still unable to access, please email Catherine.Wall@dal.ca for assistance.

Next Steps

Bargaining Dates: We have three remaining dates scheduled for Collective Bargaining: August 17, August 18, and August 31. We will distribute regular bulletins so you can stay up to date on the process. If you have questions or comments, you can reach out to us at dfa@dal.ca or directly to DFA President Dave Westwood at david.a.westwood@gmail.com.

Alternate E-Mail Addresses: During a lock-out or strike, DFA Members may be blocked from accessing Dalhousie email accounts. We therefore need an alternate email address so we can keep you up to date on bargaining, provide details on job action, and process your salary, etc. **If you haven't already done so, please send an alternate non-Dal email address to the DFA Communications Officer via email: Catherine.Wall@dal.ca**

Please stay in touch and up to date!

E-mail: dfa@dal.ca Website: dfa.ns.ca

Twitter: [@dalfacultyassoc](https://twitter.com/dalfacultyassoc) Facebook: [facebook.com/dalfacultyassoc](https://www.facebook.com/dalfacultyassoc)