



For Immediate Release

## **DFA Membership Ratifies Tentative Agreement with the Dalhousie Board of Governors**

(Halifax, NS – January 22, 2021) – The membership of the Dalhousie Faculty Association has voted in favour of the tentative agreement reached with the Board of Governors earlier this month.

“This was an extremely challenging and unprecedented round of bargaining given the global pandemic and massive impacts on our members' working conditions,” says DFA President David Westwood. “It was further complicated by changes in government regulations around pensions, like enhancements to the CPP program and also Nova Scotia Pension Regulations.”

The ratification vote was held January 20 – 21, 2021. A total of 736 members voted (76% of the total membership), and of those who cast ballots, 96% voted to accept the tentative agreement. If the Board of Governors also ratifies the tentative agreement, it will become the new Collective Agreement and will be in effect from July 1, 2020 – June 30, 2022.

“Overall, we are pleased with the deal we were able to achieve with considerable assistance from the conciliation officer and the Conciliation Board,” notes Westwood.

Several important non-monetary gains were made under the proposed two-year agreement, including copyright of online materials, educational leave for instructors, work-from-home expense reimbursement and support for extraordinary administrative service loads provided by members of designated groups.

“In terms of economic issues, we were able to preserve the basic structure of our pension plan,” says Westwood. “We were also able negotiate a very modest wage increase to protect against inflation.”

The next round of bargaining will begin mid-2022, and the DFA will begin preparing later this year.

“We will be looking to achieve wage parity with comparator institutions and continue advancing equity in the workplace for members of designated groups,” says Westwood. “We look forward to the newly-commissioned report on the Dalhousie Pension Plan, and anticipate that it will remove any lingering doubt that the pension plan is healthy and more affordable now than ever.”

Collective bargaining began in June 2020. Talks broke down in October and conciliation officer Peter Lloyd was appointed by the provincial government. After one day of conciliation, no agreement was reached. DFA and the Board of Governors agreed to a Conciliation Board, which met for several days in November. The Conciliation Board helped the two sides reach agreement on all but two issues: wage increase and educational leave for instructors. The Conciliation Board filed a report with non-binding recommendations concerning those two issues. The DFA accepted the recommendations in the report,

but the Dalhousie Board of Governors did not. After one further day of conciliation on January 8, 2021, a tentative agreement was reached.

The DFA is the certified bargaining agent for more than 950 professors, instructors, librarians and professional counsellors at Dalhousie. As a volunteer-based organization, we advocate for the rights of our members and work to protect and advance the academic integrity of the university.

-30-

Media Contact:  
Catherine Wall  
DFA Communications Officer  
1.902.489.0270  
[Catherine.Wall@dal.ca](mailto:Catherine.Wall@dal.ca)