

# DFA Bargaining Unit General Meeting

**PLEASE NOTE: THIS MEETING AND THE INFORMATION SHARED IS FOR DFA BARGAINING UNIT MEMBERS ONLY.**

1. Make sure you are identified on the screen with your full name (or first initial and last name)  
Click on "Participants" icon. Hover mouse over your name in the participant list.  
Click on "Rename". Enter your full name, or first initial and last name. Click "ok"
2. Materials will be shared on screen. View in "screen share" to see the documents as they appear.  
If you want to see faces and view slides, go to "View Options" and select "side-by-side" mode.
3. All participants are muted and the chat function is disabled. If you have a question or comment, click on the "Participants" icon and select "raise your hand" (the option is on the bottom right of the box listing participants.) The host will unmute your mic and then lower your hand.
4. If your full name is not on screen, please identify yourself when you are unmuted.
5. If you experience technical difficulties, email [Catherine.Wall@dal.ca](mailto:Catherine.Wall@dal.ca) and we will do our best to help you.

Presented by:

David Westwood  
*DFA President*

Ray Larkin  
*Chief Negotiator*

Thursday  
October 22, 2020  
7:00 pm via zoom

**DFA**  
Dalhousie Faculty Association

# Opening Remarks

David Westwood  
DFA President

- Welcome
- Territorial Acknowledgment
- Housekeeping
  - Make sure you are identified on the zoom (first/last name)
  - Use the “Raise hand” function during question period and we will unmute you

# DFA 2020 Bargaining Team

**Ray Larkin**  
*Chief Negotiator*

**Patti Doyle-Bedwell**  
*College of Continuing Education*

**Tim Juckes**  
*Psychology and Neuroscience*

**Elizabeth Kay-Raining Bird**  
*Communication Sciences and Disorders*

**Shelley McKibbon**  
*Kellogg Library*

**Barbara MacLennan**  
*DFA Professional Officer*

**Lynn Purves**  
*DFA Administrative Officer*

***... Move into Committee of the Whole***

## How did we get here?

- On September 18, 2020, the representatives of the Board of Governors presented a comprehensive package of proposals to renew the collective agreement which expired on June 30.
- The package included a proposal for three years of zero increases in all of the salary related provisions in the Agreement and proposals for reductions in pension benefits.
- DFA filed for conciliation September 22, 2020
- DFA strike mandate October 5, 2020 – commitment to bring back Board's 'best offer'
- Conciliation meeting was held October 19, 2020. The Board presented its best offer. (in the following slides)
- **The DFA Bargaining Team and Executive Committee unanimously agree that the offer must be REJECTED.**

# The Board's Best Offer

Ray Larkin  
*Chief Negotiator*

**DFA**  

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Dalhousie Faculty Association

# Pension Offers

- Cessation of transfer
- Full CPP integration

## Pension Issue 1:

### Cessation of Transfers

### “The one about indexing”

- The cessation of transfers proposal **is not in DFA Members’ best interest. The Board’s team agrees with this.**
- The cessation of transfers proposal will save the Board money, and it will reduce pension benefits in retirement due to lower levels of inflation protection.
- There is **no realistic possibility** that the proposed pension plan could pay out the same level of benefits to retirees if the Board contributes less money into the plan
- The existing plan structure has a **long track record showing good protection against inflation.** It is fair to DFA Members who will retire in the future and those who have retired already.
- Over the long run the existing structure has served DFA Members well. There are many unpredictable and questionable aspects of the cessation of transfers model. Why give away something that works well?

## Pension Issue 2:

### Full CPP Integration

“The one about  
losing up to  
\$21,000/year in  
pension”

- Would dramatically reduce your total pension by eliminating the stacking of CPP Pension Benefits on top of your Dal Pension benefit.
- The Board will save money in pension contributions - the benefit that DFA Members receive from the Dal Pension Plan will be reduced, and DFA Members' pension contributions will remain the same.
- Currently, your Dal Pension maximum is 70% on its own and your CPP Benefit maximum is added on top for an additional \$21,000 per year (CPP Enhancement).
- Under full CPP integration, your total pension combining both Dal Pension and CPP benefits will be 70% -- the \$21,000 CPP Benefit is buried inside your 70% pension rather than added on top.
- This dramatic reduction in pension benefits would increasingly impact people as their career unfolds at Dal: DFA Members retiring tomorrow would experience no change, but DFA Members just beginning their career tomorrow would experience the entire change.



## IMC Offer

**2020: 0.25%**

**2021: 0.25%**

**2022: Re-opener**

- We have asked for 1 year at 1.25%
- Inflation is very low this year
- Other Canadian Universities have settled (post COVID) for around 2% per year
- An IMC this low will have career long impacts due to compounding effects
- An IMC this low will lower your future pension earnings potential
- An IMC this low saves the Board lots of money immediately, and also in the future through lower pension contributions

# Summary

- The Board's offer is nothing short of offensive and ridiculous
- If you vote to **accept the Board's offer** your future economic situation will be dramatically different:
  - Loss of a reliable inflation-fighting pension protector (Cessation)
  - Loss of up to \$21,000 per year in pension benefits (Full CPP integration)
  - Current income, future earnings potential, future pension benefits, all dramatically lower due to compounding effects of low IMC
- If you vote to **reject the Board's offer**
  - Our Bargaining team will work hard to find an offer we can recommend back to Members

## Recommendation

- The DFA Bargaining Team and the DFA Executive Committee unanimously recommend that DFA Members **REJECT** the Board's offer of October 19, 2020

## Timeline

- Conciliator submitted his report to the Minister of Labour and Advanced Education today.
- The 14-day countdown to legal strike/lock-out has started.
- DFA will be in a legal strike position and the board in a legal lock-out position on November 6.
- November 3/4 meeting with conciliator if necessary.

# Next Steps

- Posted to DFA website this evening:
  - Full text of Board's best offer from October 19
  - Pension information posted DFA website
  - Slides from the presentation
  - Links to follow in email
- Electronic Vote (secret ballot)
  - Opens: Friday October 23, 2020 at 5:30 am
  - Closes: Monday October 26, 2020 at 1:00 pm
  - Voting invitation by email tomorrow

## Vote Question

**Do you accept or reject the Board of Governors' proposal dated October 19, 2020?**

*Question period moderated by DFA President-Elect Tara Perrot*

**Dalhousie Pension Plan - Historical Indexing with and without Discretionary Indexing**  
**Pension Payable after Jan 1, 2020 Increase**

	A	B	C	D	E	F = E-D	G = F/D	H = B/C	I = D/C	J = E/C
Retired Jan 1	Initial Monthly Pension (No indexing)	Theoretical Pension with full change in CPI since retirement*	Pension if Automatic Indexing Only	Pension In Pay with Automatic and Discretionary Indexing	Additional Ongoing Monthly Pension from Discretionary Indexing	% Increase due to Discretionary Indexing relative to Automatic Indexing only	Maintenance of Purchasing Power with No indexing	Maintenance of Purchasing Power with Automatic Indexing only	Maintenance of Purchasing Power with both Automatic and Discretionary	
1985	\$5 000	\$11 612	\$8 025	\$9 958	\$1 933	24%	43%	69%	86%	
1990	\$5 000	\$9 385	\$6 822	\$8 235	\$1 412	21%	53%	73%	88%	
1995	\$5 000	\$7 986	\$6 391	\$7 170	\$779	12%	63%	80%	90%	
2000	\$5 000	\$7 345	\$5 715	\$6 443	\$728	13%	68%	78%	88%	
2005	\$5 000	\$6 487	\$5 550	\$5 831	\$281	5%	77%	86%	90%	
2010	\$5 000	\$5 906	\$5 351	\$5 351	\$0	0%	85%	91%	91%	
2015	\$5 000	\$5 413	\$5 244	\$5 244	\$0	0%	92%	97%	97%	

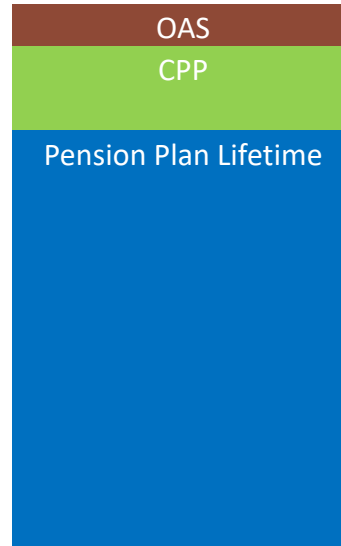
\*June 30 to June 30 CPI used as proxy for Jan 1 to Jan 1 CPI  
 Based on historical indexing information provided by University.

# Current Plan and Full CPP Integration

**Current Plan Stacking Pre age-65**

Pension Plan Lifetime

**Current Plan Stacking Post age-65**



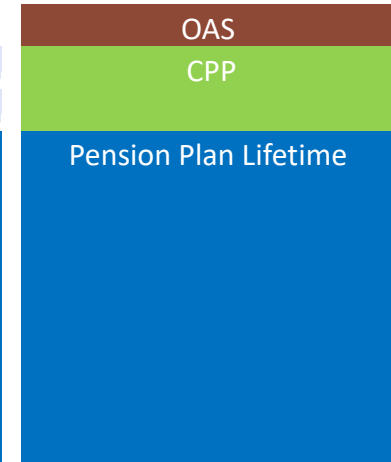
**CPP FULL Integration Pre age-65**

Pension Plan Bridge

Pension Plan Lifetime

Bridge equal to full CPP

**CPP FULL Integration Post age-65**



*Based on a full career*