

# DFA Membership Meeting

## Collective Bargaining Proposals & Pension Update

### PLEASE NOTE

1. Make sure you are clearly identified on the screen. If your name isn't showing next to your picture ...

1. Click on "participants" icon. Hover mouse over your name in the participant list.
2. Click on "rename". Enter your full name, or first initial and full 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. Please identify yourself when you have been unmuted - with this many attendees, the presenter will likely not be able to see who is speaking.

5. If you experience technical difficulties during the meeting, email [Kristin.Hoyt@dal.ca](mailto:Kristin.Hoyt@dal.ca) and we will do our best to help you.



Presented by:

David Westwood

*DFA President*

Ray Larkin

*Chief Negotiator*

Paul Chang

*Actuarial Consultant*

Tuesday, July 14, 2020

2:00 pm

via zoom

DFA's  
BARGAINING  
TEAM

**Ray Larkin** Chief Negotiator

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

**Tim Juckes** Instructor, Psychology and Neuroscience

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

**Shelley McKibbon** Information Services Librarian, Kellogg

**Barbara MacLennan** DFA Professional Officer

**Lynn Purves** DFA Administrative Officer

# MONETARY PROPOSALS

- One-year term with 1.25% Income Maintenance Change (IMC) effective July 1, 2020.
- Harmonizing Pay Provisions:
  - Career Development Increment for all Members of \$2703 adjusted by IMC;
  - Promotion adjustments applicable to all promotions;
  - Adjusting salary maxima to correspond to harmonized CDI and Promotion adjustments;
  - Increase Health Spending Account to \$1000.
- Adjust all fund amounts and payments (other than salary) by IMC except:
  - Increase Supplemental Leave Fund (Instructor) to \$50,000 and increase that by IMC.

# WORKLOAD

**“Online course means education delivered at a distance or by means of the Internet and includes a portion of a course or a blended course combining synchronous and asynchronous teaching.”**

- Post COVID-19 online teaching:
  - Consent of member required to include online courses in their workload;
  - Recognition of additional demands required to prepare and teach online courses by giving them additional weight in workload determination and proportionate compensation by relief from teaching assignments or increased vacation;
  - Provision of technological and human resources required to develop, update and conduct online courses.
  - Freedom to present online courses as Member thinks best having due regard to collegial decisions in their Department, their Faculty and the Senate; and
  - Future decisions to adopt or continue online courses require representative planning processes in Departments, Faculties and Senate not unilateral Board decisions.

# COPYRIGHT

“23.03A Members are sole copyright holders of their online lectures, teaching materials and examinations and shall retain the exclusive right to use, revise, rework and amend the copyrighted materials regardless of any support from the Board for production of the materials or of the manner of recording, storing, transmitting or broadcasting them.”

# STAFFING

- Maintain requirements to replace members who leave or retire.
- Conversion of Limited Term positions to career stream positions after five consecutive years of limited term appointments.
- Limit overly broad provision for making limited term appointments less than three years.
- Eliminate appointments for less than 12 months except to replace members on leave for less than 12 months and where the member for personal or other employment reasons requests.

# EQUITY

- Establish Administration Overload Committee to fund existing provisions for overload stipend or supports for teaching when member of designated group has excessive academic administration duties.
- In calculating Y values recognize non-traditional forms of scholarship and ways of knowing;

## MISCELLANEOUS/ HOUSEKEEPING CHANGES

- Incorporate protected leaves under the Labour Standards Code except where the Collective Agreement is more beneficial.
- Harmonize recognition of limited term service for leave purposes.
- Increase multi-peril insurance to \$50,000.
- Provide personal protective equipment where necessary to protect from hazards in the workplace.
- Consideration of promotion for Technology Instructor I
- Change number of members on Library Systems Appointment Committee.
- No member required to teach more than four consecutive hours without a break.



## LETTER OF UNDERSTANDING COVID-19

DFA representatives on the Association-Board Committee (ABC) proposed a Letter of Understanding some months ago to address the impact of COVID-19. Several of their proposals have been accepted to date. For collective bargaining the DFA has prepared a comprehensive set of proposals, which include outstanding issues from the ABC and additional proposals to protect members during the year starting July 1, 2020.

## LoU COVID-19: Option for Working on Campus

- Option of working remotely or on campus.
- Access to regular places of work if comply with physical distancing requirements.
- Members required to have in-person contact with students to be provided masks and any necessary personal protective equipment.
- Members who work remotely shall be reimbursed up to \$1,000 for additional expenses to operate home office since March 13, 2020.
- Accommodations for family, health or other matters will not be unreasonably denied.

## LoU COVID-19: Support for online teaching during pandemic

- Members have the academic freedom to determine the appropriate method of delivery of their online classes.
- Members will be provided with reasonable training, technical support and teaching assistance.
- Recognition of additional demands required to prepare and teach online courses by giving them additional weight in workload determination and proportionate compensation by relief from teaching assignments or by increased vacation;
- Copyright protection for online lectures, teaching materials and examinations including exclusive rights to use, revise and amend.

# BOARD PROPOSALS: SALARY

- “Wage adjustments for the period of this Letter of Understanding will be as follows:
  - Effective July 1, 2020: -5.0%
  - Effective July 1, 2021: 0.0%
- All other Collective Agreement entitlements that are normally incremented on July 1 will be frozen at the 2019-20 amounts.”

# BOARD PROPOSALS: PENSION

“Amendments to the Dalhousie University Staff Pension Plan (“Plan”):

- Cessation of Transfers from the Pension Trust Fund to the Retirees Trust Fund and payment of pensions for future retirees from the Pension Trust Fund; and
- Integration of Enhanced CPP benefits into the Plan.”

**THE BOARD  
WANTS YOU  
TO WORK  
MORE FOR  
LESS PAY!**

- Members have accepted working more to produce high quality online education this year.
- The Board wants to reduce your salaries in return.
- Total pensionable employee payroll is roughly \$262 million; 5% is roughly \$13 million.
- The Board's salary proposal is based on a 29% drop in enrollment this fall and no financial support from the Province resulting in an \$18 million deficit.

## 29% drop in enrollment is hard to reconcile with President Saini's report to the Board

- “June 15 is an important milestone in preliminary enrolment reporting with the opening of registration for first year students. From this point onward, enrolment statistics include both new and returning students.
- The overall headcount for Dalhousie students is 14,465, which is an increase of 3.3% over last year (459 students).
- *Enrolment by Level of Study:*
  - At the undergraduate level (excluding Dentistry, Medicine and Law), this is a 4.5% increase when compared to last year (493 students).
  - Graduate level enrolment has increased by 20.7 % (345 students) timelines from year to year.
- *Enrolment by Permanent Residency:*
  - Canadian/Permanent Resident enrolment has an increase of 182 students.
  - International enrolment has increased by 278 students.”

## WAIT AND SEE ...

- Actual enrolment figures in September.
- Provincial aid to universities.
- Back to the drawing board by the Administration.
- The pension proposals are not short-term COVID-19 measures. In a one-year or two-year contract, they will not change the Employer's costs.