

Bargaining Bulletin

Issue #2: October 18, 2022

DFA 2022 Bargaining Team

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*For short videos of the DFA
Bargaining Team Members, visit:
dfa.ns.ca/bargaining/bargaining-2022*

At-the-Table Update: Second Collective Bargaining Meeting held Friday, October 14, 2022

The DFA and Board teams met on Zoom for a second, one-hour long session. The majority of the time was used by the Board's team to present the remainder of their proposals. Now that we have a clearer picture of the Board's intentions, some serious issues have emerged.

No Salary or Term of Agreement Presented

The Board has not presented salary proposals, and they did not offer a response to DFA salary proposals tabled two weeks ago. They have not proposed a term for the contract or responded to the DFA proposal for a three-year term. When pressed, it became clear that the Board was in no hurry to discuss salary or term and they would not commit to a date to table salary and term proposals. We cannot make progress discussing any of the Board's proposals until we have seen their complete offer. Postponing discussion of salary and term appears to be an intentional tactic on the Board's part, and it is a significant barrier to progress.

CDI/Tenure Tied to Productivity

The Board presented several problematic proposals that would change long-standing salary practices and undermine principles of equity and diversity. For instance, they would like to turn Career Development Increments (CDI) and steps into merit-based rewards that would be granted only on the positive recommendation

of the responsible Dean. Annual reports would become a regular tool for scrutinizing annual productivity and performance, and there would be a limit on the number of CDIs/steps that a Member could receive while holding the same rank. In a very troubling development, the Board wants to change the standards used to award tenure by increasing the focus on productivity.

Restricted Sabbatical and Education Leaves

The Board's team wants to restrict access to sabbaticals and education leaves by capping the total number of such leaves that any Member can take during their career, and by making it easier for Deans to deny leave applications based on previous performance.

Disciplinary Process

The Board wants to increase Deans' powers to discipline DFA Members by making it possible for disciplinary letters to be put in a Member's file without DFA involvement and without recourse to the University Hearing Committee.

Adjusting the 90/10 rule

The Board proposed an adjustment to the long-standing "90/10" rule that guarantees that no more than 10% of our Bargaining Unit work can be done by non-DFA academics. Their proposal would enable them to hire more part-time academics at lower wages and with far greater precarity. Of course, none of these proposals have any benefit to DFA Members.

Adjustments to Instructor Category

At the first meeting, the Board tabled a promising conceptual proposal that would, in their words, "enhance" the recognition of the work done by Instructor Members. At a high level, the idea is to change the nomenclature of the ranks in the Instructor category from Instructor/Senior Instructor/University Teaching Fellow to Assistant Professor (Teaching)/Associate Professor (Teaching)/Full Professor (Teaching). On its face, this is an interesting proposal that mirrors a similar proposal brought in previous rounds by DFA Bargaining Teams. That said, there are some problematic boundaries set out in the Board's plans. For instance, any changes would need to be "low cost" or "cost neutral", which means there would be no change in salaries. The Board wants to create a division within the current Instructor category between the new Professor (Teaching) stream and a new category called "Laboratory Instructors". There are many details to discuss before agreement could be reached on this conceptual proposal, and we will consult with DFA Members along the way. We have proposed some ways to do this work in an intentional and thoughtful manner without delaying progress on the remaining proposals. The Board has not yet responded to our ideas on how to implement the instructor proposal.

Next Meeting

The teams are scheduled to meet for two hours on Wednesday afternoon, October 19, 2022. If you have questions/comments, please email dfa@dal.ca or reach out to me at david.a.westwood@gmail.com.



Dave Westwood
DFA President, 2022-2023

Stay in touch and up to date!

After each meeting, Bargaining Bulletins will be posted to dfa.ns.ca/Bargaining/Bargaining-2022. Please also stay connected by visiting us on social media:

dfa.ns.ca

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