

# Bargaining Bulletin

Issue #6: November 30, 2022

## DFA 2022 Bargaining Team

**David Wallbridge**

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*Open Learning and Career  
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**Stefanie Columbo**

*Animal Science and Aquaculture*

**Katherine Fierlbeck**

*Political Science*

**Tim Juckes**

*Psychology and Neuroscience*

**Shelley McKibbin**

*Kellogg Library*

**Jack Brown**

*DFA Professional Officer*

**Lynn Purves**

*DFA Administrative Officer*

## At-the-Table: 7<sup>th</sup> Bargaining Meeting Held Nov. 28

The DFA and Board bargaining teams met on Monday for the seventh time. Yet again the Board's team declined to table proposals or counterproposals on salary or term which makes it difficult to make progress and impossible to achieve agreement.

There are signs that the Board's team is warming up to our counterproposal to refer their "Teaching Professor Stream" concept to a working committee with greater representation of DFA Instructor Members. That said, nothing can or will be agreed until we are able to review the Board's entire slate of proposals.

The teams discussed DFA proposals related to (1) creating continuing stream appointments where there is a long history of limited-term appointments, (2) compensating Members for late requests to change the mode of course delivery, and (3) ensuring that all academic appointments are for 12 months per year. The Board offered a counterproposal on item #2 which would open the door to considering such increases in workload within existing provisions for overload stipends. The Board asked clarifying questions about the other two matters, and suggested they might offer a counterproposal on item #1.

The teams had further discussion about the Academic Renewal Letter of Understanding (LOU; Appendix XIII in the current Collective Agreement). You may recall from an earlier bargaining update that the Board's team wants to remove the LOU that was negotiated in the 2017-2020 contract from the Collective Agreement, because the financial retirement incentives (part 1 of the LOU) did not achieve the result they had hoped: as we had warned at the time given the relatively small size of the incentives, the Board's impression is that the program did not encourage anyone to retire who was not already planning to do so. Setting aside this aspect of the LOU, the far more important issue at stake is the commitment in the LOU to replace all tenure-stream faculty members who leave the institution (part 2 of the LOU) – a commitment that was not limited by time. Removing the entire LOU would therefore permit the Board to reduce the complement of tenure-stream faculty members over time, which is not acceptable to the DFA.

## Next Steps

The next bargaining meeting is scheduled for Thursday December 8, and we anticipate that the Board will provide salary and term proposals at this meeting but we have heard this promise before.



By way of a reminder, conciliation dates with Conciliation Officer Rick Rose are scheduled for January 4 and 5, and we will be announcing shortly the date and time for a General Meeting of the DFA Bargaining Unit to be held prior to the winter break.

If you have questions/comments, please email [dfa@dal.ca](mailto:dfa@dal.ca) or [david.a.westwood@gmail.com](mailto:david.a.westwood@gmail.com).

A handwritten signature in blue ink, appearing to read 'D.W.', is positioned above the name Dave Westwood.

Dave Westwood  
DFA President, 2022-2023

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