

Bargaining Bulletin

Issue #7: December 13, 2022

At-the-Table: Bargaining Meetings of Dec. 8 and 12

The DFA Bargaining Team met with the Board's team twice since our last update – on Thursday December 8 and Monday December 12.

On December 8, the Board finally tabled their proposal on salary and term, offering a three-year contract with Income Maintenance Change of 2%, 1.5% and 1.5%. Because these numbers are so far below current levels of inflation, the DFA Executive has called a strike vote of the Membership – you will receive your invitation to vote on Tuesday December 13. A strong strike vote is necessary to give the DFA Bargaining Team leverage to get a deal that Members would find acceptable.

The Board included some positive elements including salary adjustments at promotion for Instructor and Librarian Members. Small comparability adjustments to regular salary were offered to Associate (\$500 in each year of the contract) and Full Professors (\$1,000 in each year of the contract) but nobody else. The adjustments are nowhere close to the pay gaps that exist in relation to our peers at similar Universities as indicated by objective data.

The teams met again on December 12 with some progress on a small number of items, but the Board reaffirmed their commitment to a number of unacceptable proposals including changes in the awarding of Career Development Increments at the Dean's discretion.

The details of where we stand on various proposals were shared at a General Meeting of our Bargaining Unit Membership held Tuesday December 12 at 7:00 pm. A PDF of the slides shared during that presentation can be found [here](#).

Next Steps

No further meetings of the Board and DFA Bargaining Teams are planned. Conciliation dates are January 4 and 5.

If you have questions/comments, please email dfa@dal.ca or david.a.westwood@gmail.com.



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DFA President, 2022-2023

DFA 2022 Bargaining Team

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