

Bargaining Bulletin

Issue #8: January 13, 2023

Tentative Agreement Ratified by DFA Membership

In the ratification vote held Thursday and Friday this week (January 12 and 13), the DFA Membership voted to accept the tentative agreement of January 5, 2023.

A total of 773 Members participated in the vote, representing 77% of our Bargaining Unit Membership. Of those who voted, 93.7% voted to accept the deal.

Tentative Agreement Highlights

The language of the tentative agreement is posted on a password protected page of our website. (Email DFA Communications Officer Catherine.Wall@dal.ca for access.) Here are the highlights:

Monetary

- When considering IMC and comparability adjustments, the overall salary increase over the three-year life of the agreement is approximately 9.7% - 10.1% depending on the individual Member's salary and rank.
 - IMC July 1, 2022 3%
 - IMC July 1, 2023 2.5%
 - IMC July 1, 2024 2.5%
- Comparability adjustments for all Members, ranging from \$1750 to \$3750 depending on rank.
- CDI upon promotion for Librarians, Instructors, and Technology Instructors.
- Maximum Anomalies Fund adjustment increased from \$5,000 to \$7,500.
- Increase in the overload stipend for Professors and Instructors.

Non-Monetary

- An LOU that will create a process to explore the development of a Professoriate (Teaching) stream to replace the current Instructor stream.
- A one-time transfer of \$150,000 of the surplus that has accumulated in the Anomalies Fund to the Academic Initiatives Fund to increase funds available for diversity hires.
- When details of workload are provided for Professors and Instructors, details shall now include the delivery mode of teaching (in person or online). If extenuating circumstances result in additions to the Member's workload, such additions shall be addressed through measures such as: balancing other aspects of the Member's workload; adding instructional support; and/or the payment of an overload stipend.
- A Designated Hiring LOU is now part of the Collective Agreement.

DFA 2022 Bargaining Team

David Wallbridge
Chief Negotiator, Pink Larkin

Patti Doyle-Bedwell
Open Learning and Career Development

Stefanie Columbo
Animal Science and Aquaculture

Katherine Fierlbeck
Political Science

Tim Jukes
Psychology and Neuroscience

Shelley McKibbin
Kellogg Library

Jack Brown
DFA Professional Officer

Lynn Purves
DFA Administrative Officer

Bargaining Recap

The Collective Agreement between the DFA and the Dalhousie Board of Governors expired June 30, 2022. DFA filed notice to bargain on April 1, 2022. Over the next three months, nine meetings were held with the Board: September 29; October 14 and 19; November 1, 3, 24 and 28; and December 8 and 12.

The teams made little progress and were unable to reach an agreement. The DFA filed for conciliation on November 9, and our Members delivered an overwhelmingly strong strike mandate of 92.2% in mid-December. Conciliation took place January 4 and 5 with provincially-appointed conciliation officer Peter Lloyd. At the end of those two days of conciliation, a tentative agreement was reached.

The DFA Bargaining Team and Executive Committee unanimously recommended the agreement for ratification.

Next Steps

Before the tentative agreement can be considered the new Collective Agreement, the Dalhousie Board of Governors must vote to accept the deal as detailed on January 5, 2023. Once that happens, we have a new Collective Agreement. Salary increases will be retroactive to July 1, 2022 and will be processed in the coming months.

Thanks to the Bargaining Team

I take this opportunity to express my sincere gratitude to the members of our Bargaining Team for the time and effort to reach an agreement. They worked hard, found many hours in their busy schedules to meet, and held strong on what was important to our membership. If you personally know any of the team members (*see sidebar on page 1*), please take a moment to let them know you appreciate their efforts.

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



Dave Westwood
DFA President, 2022-2023