

NEWS YOU CAN USE

March 2022

President's Message: Bargaining Update

Dr. Tara Perrot, DFA President, 2021-2022

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The bargaining team has met several times over the last few weeks and will continue to meet regularly until a set of proposals is ready to be taken to the Executive Committee. The proposals being considered during bargaining meetings are informed by results of the Member surveys of 2019 and 2022. Over 56% of Members filled out the 2022 survey and, in addition to non-monetary issues, the results clearly demonstrate that our Members prioritize an IMC that reflects high inflation, and they will fight to preserve the pension plan in its current form.

In preparation for defending against the anticipated position of the Board that 'there isn't money for compensation', we have prepared two documents for your reference:

- a [commentary and review by accounting firm Baker Tilly](#) on Dalhousie's financials to provide you with the facts regarding the university's financial position. You will see that there is money for compensation if the Board chooses to spend surpluses on people instead of buildings; and
- The first edition of "[Pension Matters](#)", a series of pension primers to help you better understand the plan structure and its current funded state.

The DFA will file Notice to Bargain on Friday, April 1. It is anticipated that a general meeting of our Membership will occur during the first two weeks of April, where DFA's chief negotiator David Wallbridge, will present our bargaining proposals.

Dr. Robert S. Rodger Lecture

We are pleased to announce that the 2022 Dr. Robert S. Rodger Lecture will take place on Friday, April 8 from 11:00 am – 12:30 pm (via zoom) and will feature Orvie Dingwall, President of University of Manitoba Faculty Association, and Dr. Brenda Austin-Smith, CAUT President and Associate Professor at University of Manitoba. Our speakers will provide an engaging overview of the state of academic labour relations within Canada. A special email invitation with details on our speakers and their presentations will be distributed soon.

DFA Public Speaker Series

As part of the DFA Public Speaker Series, we will host a panel discussion looking at issues facing Black faculty at Dalhousie. Our speakers include:

- Dominic Silvio (Killam Library)
- Remi Agu (Pharmacy)
- Barbara Hamilton-Hinch (Health and Human Performance, and Assistant Vice-Provost of Equity and Inclusion at Dalhousie).

Stay tuned for details.

DFA Welcomes New Professional Officer



Jack Brown will join DFA as Professional Officer on April 4, 2022. Jack practices labour law in Ontario, representing workers and trade unions. He also has experience practicing human rights law. Jack has been before the leading labour arbitrators in Ontario, the Human Rights Tribunal of Ontario, the Administrative Penalty Tribunal, and the Discipline Committees of various professional colleges. He has his law degree from Western, an MBA from Ivey Business School, and a BA from the University of Fraser Valley. He began his legal career by representing teachers and education workers from across Ontario, while articling with the Ontario Secondary School Teacher's Federation.

Working remotely throughout the summer, Jack will join the team onsite in Nova Scotia this Fall. During his first few months, he will work collaboratively with Barbara MacLennan, DFA's current Professional Officer retiring in June. *(Barbara and her many contributions to the DFA will be properly recognized in a message to members this Spring.)*

Meet Our Members

Please take a moment to meet two of our DFA members – Kathy Cawsey and Frederick King – profiled on [WeAreDal.ca](https://www.dal.ca/wearedal). This website was launched late 2021 as a way to engage with the larger Dalhousie community, students, parents and the public.

For comments and feedback, please contact Catherine.Wall@dal.ca

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