

Bargaining Bulletin

Issue #4: August 12, 2025

Board *DOES NOT* Issue 48-hour Lockout Notice

The Board has signaled that there **will not be a lockout this week**. We are unclear on what may happen next week so DFA continues to prepare for a work stoppage.

DFA Bargaining Unit Meeting

Thursday, August 14, 2025 from 10 am - 12 noon (Halifax time)

Monday, August 18, 2025 from 10 am – 12 noon (Halifax time)

See your email for links.

The same update will be provided at each meeting.

Please attend the one that works best for you.

DFA 2025 Bargaining Team

David Wallbridge

Lead Negotiator, Pink Larkin

Patti Doyle-Bedwell

*Open Learning and Career
Development*

Iona Green

*Accounting and Finance
(Agriculture)*

Tim Juckes

Psychology and Neuroscience

Tom Koo

Marketing

Joanne Mills

Professional Counsellor

Julia M. Wright

English

Jack Brown

DFA Professional Officer

Lynn Purves

DFA Administrative Officer

The Board Tables “Best and Final” Offer in Conciliation

On Monday, August 11, the two sides met with Conciliation Officer Rick Rose in a final attempt to reach a tentative agreement. The Board tabled its best and final offer and then walked away at noon without any notice to the DFA team or the conciliator. Dalhousie President Kim Brooks issued her campus-wide message before the scheduled day of conciliation had concluded.

Details of the Board’s final offer will be presented to the membership on August 14, but here are the highlights:

Income Maintenance Change (IMC): The Board proposes an IMC of 2% each year of a three-year agreement for a total of 6% over three years. (NOTE: The DFA’s original IMC proposal was 9%, 6%, and 6%. We reduced that to 7%, 4%, and 4% during July conciliation. Yesterday, we reduced our proposal to 3.75%, 4.75%, and 5.75% for a total of 14.25% over 3 years.)

90-10 Rule: The Board withdrew its proposal to change the 90-10 rule.

Librarian Appointments and Workload: The Board withdrew its proposal to change the nature of appointments from being specific to a library to an appointment to the library system. The Board also dropped the proposal to delete provisions for librarian workload including overtime.

Retirement Incentive: DFA withdrew its proposal to allow members who retire early to be eligible for 18 months' salary.

DFA Proposals that Remained on the Table at the End of Conciliation

Progress was made on some of these proposals, while others were denied by the Board but not withdrawn by the DFA. Details on these and other proposals will be shared at the Bargaining Unit meetings. DFA proposals include:

- **Limited-term Appointments:** In a unit that has Members appointed to LTAs for five consecutive years or more, the Board will make a corresponding number of career-stream appointments in that unit.
- **Indigenous Leave:** Paid leave for Indigenous faculty members to engage in days of importance, cultural Indigenous practices, ceremonies and celebrations.
- **Hours of Work for Professional Counsellors:** Limit hours of work for professional counsellors to 35 hours a week (September – April) and 32.5 hours a week (May – August), with compensation for overtime hours worked.
- **Professional Fees:** Where professional licensing or registration is required to perform their duties, professional counsellors will be reimbursed fees for memberships, licensing, registration, and any necessary insurance costs.
- **Parental Leave:** Increase parental leave top-up from 14 weeks to 35 weeks. Total combined pregnancy leave top-up and parental leave top-up will be 52 weeks.
- **Health Spending Account (HSA):** Increase the annual HSA from \$1,000 to \$2,000.
- **Adjustments to Academic Scheduling:** Requests made by Members who have obligations to dependents are reasonably considered as constraints to scheduling. Restraints may include child care obligations, school calendar and hours, and caregiving.
- **Child care:** DFA proposed the Board invest in the establishment of affordable child care for the children of all Members.

Job Action Committee Update

The Job Action Committee members and DFA staff have been working very hard behind the scenes. Thanks to the efficiency and attention to the smallest of details, the DFA is ready to hit the picket lines if the Board decides to lockout faculty. Here is an overview of the major pieces:

- We are almost finished setting up our members in Payworks. This enables DFA to pay those DFA members involved during work stoppage.
- Strike headquarters in Halifax and Truro have been secured and are set up for operation:
 - ✓ Halifax Strike HQ - Halifax Professional Centre, 5991 Spring Garden Rd, Suite 220.
 - ✓ Truro Strike HQ - 29 Pictou Road.
 - ✓ Halifax also has space in the Dalhousie Student Union Building, Rm 302. This is a large meeting room for picket sign coordination, storage, picketers can come grab a coffee, socialize, debrief, etc.
- Picket line locations have been identified for Halifax and Truro. Based on the availability that Members provided when completing the Strike Preparation Survey, schedules for picket shifts and alternate duty shifts are being finalized. This information will be ready to communicate to Members if the threat of lockout becomes a reality. **NOTE: Vacation plans that were noted on the Strike Preparation Survey have been taken into consideration.**
- Virtual picket duties are planned. Those participating in virtual picket activities will be notified when assignments are distributed.
- Picket signs are ready!

Last week, DFA members turned out for picket sign-making events in Halifax and Truro. Faculty members had some lively conversations about the ways that the Board's threat of lockout has already affected their work, how our union's 90-10 rule gives them job security, and wages falling further behind inflation is impacting our early-career faculty members. With a potential lockout imminent, member solidarity is now more important than ever!

Next Steps

Bargaining Unit Meetings: DFA will hold two meetings with our Bargaining Unit members, one on August 14 and one on August 18. The



Top: Halifax; Bottom: Truro



full details of the Board's final offer will be presented, along with the recommendation of the Bargaining Team and DFA Executive. The meeting details and links are in the email sent to members August 12.

Job Action Bulletins: Once job action begins, the DFA will start producing Job Action Bulletins. These will be sent to your non-Dal email address provided.

Follow us on Social Media: Our Keep Dal Strong Facebook page will have the latest on the situation so please follow us there. We are also on Bluesky, Instagram and X - follow us and share our posts. The more noise our members and supporters can make on social media platforms, the better! We also have a new website domain, www.keepdalstrong.ca which leads to our public facing website. This site will be updated in the next few days.

Please email 2025.strike.dfa@gmail.com with questions or comments.

A handwritten signature in blue ink, appearing to read 'DW', with a horizontal line underneath.

Dave Westwood
DFA President, 2025-2026