

Collective Bargaining Proposals

Tuesday, May 13, 2025 and Tuesday, May 20, 2025

DFA
Dalhousie Faculty Association

Territorial Acknowledgement

We would like to begin by acknowledging that we are in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People. This territory is covered by the "Treaties of Peace and Friendship" which Mi'kmaq and Maliseet people signed with the British Crown from 1725-1761. The treaties did not deal with surrender of lands and resources but in fact recognized Mi'kmaq and Maliseet title and established the rules for what was to be an ongoing relationship between nations. Mi'kmaq Treaty rights are constitutionally protected. Mi'kmaq people still live in Mi'kma'ki.

DFA's BARGAINING TEAM

David Wallbridge Lead Negotiator

Patti Doyle-Bedwell Associate Professor, Open Learning and Career Development and Faculty of Arts and Social Sciences

Tim Juckes Senior Instructor, Psychology and Neuroscience

Julia Wright Professor, Department of English

Iona Green Senior Instructor, Faculty of Agriculture

Tom Koo Assistant Professor, Faculty of Management

Joanne Mills Registered Psychologist, Professional Counsellor

Jack Brown DFA Professional Officer

Lynn Purves DFA Administrative Officer

PROCESS



TERM

3-year term commencing July 1, 2025
and ending June 30, 2028.

MONETARY PROPOSALS

INCOME MAINTENANCE CHANGE

IMC effective July 1, 2025 – Increase by 9%

IMC effective July 1, 2026 - Increase by 6%

IMC effective July 1, 2027 - Increase by 6%

All funds and amounts throughout the Collective Agreement that normally increase by IMC: Increase by IMC effective July 1, 2025, July 1, 2026, and July 1, 2027.

MOVING EXPENSES

COSTS OF MOVING

- Article 32.12 (b)
- Increase to pay for the full amount
- Increase the maximum from \$3974 to \$12,000

Professional Fees

New Article:

Any Member who requires a professional license or registration at the time they are appointed, or to perform the duties of their job, or to maintain their position, including for the purposes of reappointment, tenure and promotion, shall be reimbursed for any membership fees, registration fees, license fees, renewal fees, and any necessary insurance costs.

INSTRUCTOR SALARY SCALES

COMBINE INSTRUCTOR MEMBERS' SALARY SCALES WITH PROFESSORIATE MEMBERS' SALARY SCALES

Salaries and maxima for Instructor to be matched with Assistant Professor

Salaries and maxima for Senior Instructor to be matched with Associate Professor

Salaries and maxima for University Teaching Fellow to be matched with Professor

Instructor steps shall become CDI equal in dollar amount to Professoriate

TEACHING STREAM

Amend the Letter of Understanding for the development of a Professoriate (Teaching stream):

- Require that the Joint Panel commence its work within 3 months
- Include an expedited dispute resolution mechanism to enforce the commencement and completion of the work.

WORKLOAD

New articles that:

- Formalize 80% teaching and 20% service workload for instructors and allow for a portion of the teaching workload to be used for scholarship of teaching and learning. Subject to change by agreement.
- Formalize 40% teaching, 40% research, and 20% service for the professoriate. Subject to change by agreement.
- All faculties and libraries shall develop a workload policy to be approved by faculty council. The policy must include a requirement that the responsible Dean ensure equitable distribution of workload and that there is no discrimination between members.

Limited Term Appointments

Where, as of 1 September 2024, a unit has a Member or Members who have been appointed to limited term appointments for five consecutive years or more, the Board agrees to make a corresponding number of career stream appointments in the unit effective 1 July 2026.

HEALTH SPENDING ACCOUNT

Health Spending Account

Increase from \$1000 to \$2000

CHILD CARE

Two New Articles:

- b) The Board is committed to the goal of ensuring that there is quality and affordable child care for all the children of all Members.

- (c) During the term of this collective agreement, the Board shall invest no less than \$2,000,000 to expand quality and affordable child care reserved for Members. No less than \$500,000 of the \$2,000,000 shall be invested each year of the term of this collective agreement.

Family Practice Physician

The Board shall employ family practice physicians who shall provide dedicated services for Members and their immediate families.

RECOGNITION

The Board shall create a \$1,000,000 fund to support Members of designated groups who provide higher than normal level of service.

The fund is available to the Provost under Article 20.09 for distribution through the term of the collective agreement.

Annual reports to the DFA.

LEAVE FOR CEREMONIAL EVENTS

Leave for Traditional Indigenous Ceremonies and Activities

The Board may grant leave to a Member for up to ten (10) working days with pay annually for the purpose of participating in traditional Indigenous ceremonies and activities.

DEFINITION OF FAMILY

Add the following language to Bereavement Leave:

For Indigenous Members, immediate family includes Indigenous elders or individuals an Indigenous Member considers family, consistent with Indigenous understandings.

RETIREMENT INCENTIVES

New Article:

A Member may retire before reaching the retirement age as defined in the pension plan or if they are eligible to retire with a pension without actuarial reduction and shall be provided a payment in the amount of eighteen (18) months salary at their current rate of pay. Six (6) months salary shall be payable on June 30 of the year of their retirement and 12 months salary by January 30th the year following their retirement.

PROFESSIONAL COUNSELLORS

Establishing hours of work for professional counsellors that are the same as Librarians. 35 hours a week, September through April and 32.5 hours per week from May through August.

Time worked over regular hours is compensated by pay or time off.

DFA COURSE RELIEF

Increasing reduction of workload as follows:

President – one full class or equivalent -> full workload

One member of Exec - one full class or equivalent -> half workload

or

Two members of Exec – one half class or its equivalent -> 25% workload

Lead Negotiator - one half class or its equivalent -> full workload

[NEW] President elect -> full workload

ACADEMIC SCHEDULING

ACADEMIC SCHEDULING POLICY

New Letter of Understanding – Academic Scheduling Policy

The Board agrees to amend its Academic Scheduling Policy to ensure that requests made by Members who have obligations to dependents and others are reasonably considered as constraints to scheduling. Such restraints may include, but are not limited to, child care obligations, school calendar and hours, and caregiving.

INCREASE PARENTAL LEAVE TOP- UP

Amend Article 30.08 to increase parental leave top-up from 14 weeks to 35 weeks for all Members regardless of their length of employment. The total combined pregnancy leave top-up and parental leave top-up will be 52 weeks.

EXTEND SALARY DIFFERENTIALS AND INCREASE MINIMUMS

Extend the salary differential of \$20,004 to all Members by increasing all maxima salaries by \$20,004 (before the July 1, 2025 IMC increase). In addition, increase all the Y-Value minima for all salary scales by \$20,004.

All salary differentials shall be abolished from the agreement.

Discussion