



Email to Members

Date: August 5, 2025

Subject Line: ADDENDUM - Preparing for Lockout: What to do with your Email

Dear DFA Member,

Earlier today, we sent a message suggesting that you forward your @dal.ca address to your personal email, and also share your personal email with contacts.

A few members interpreted this to mean that we are expecting people to conduct Dalhousie work during a lockout. This was not the intent.

We advise and encourage Members to completely disconnect from your regular work duties during a lockout or strike, and avoid engaging with all teaching, research, and service obligations. That said, we recognize that many of you are enmeshed in a variety of “pseudo-work” or “work-adjacent” activities with community partners and might want to be able to monitor important news and developments. In addition, we’ve learned that many of you use your @dal.ca email account for a variety of personal activities for simplicity, so we wanted to suggest some options in case you would find it difficult to completely withdraw from your @dal.ca account.

To be perfectly clear, during a lockout or strike it is our hope and indeed expectation that DFA Members will withdraw their labour completely as this will have the biggest impact of helping to reach an acceptable conclusion to the current round of bargaining.

Whether or not you forward your email and/or provide your personal email is completely at your discretion.

We are unsure if Dalhousie Administration plans to disable the auto-reply function. In the event that auto-replies still send, we have included a sample you may want to use or edit in the event of a work stoppage.

Regards,
DFA

SAMPLE AUTO-REPLY

Thank you for your message. Dalhousie's Administration and Board of Governors are threatening to take the unprecedented action of locking faculty members out as early as August 12th, just a few short weeks before Fall term starts. Even though the Dalhousie Faculty Association remains willing and able to return to the table to negotiate a fair deal. The Board refuses to return to the table.

If we are locked out on August 12th or later, I will not be able to access this email account. Please see below for more information for other matters.

Personal Matters

Like most professionals, my work email is also used by people contacting me for personal matters. If you are emailing for such reasons, not related to Dalhousie University, please contact me at [your non-Dal email].

Research Matters

For research matters, I will reply as I can but if I am locked out, I will be unable to do so until the job action ends.

Students

I will reply to your emails as quickly I can but if I am locked out, I will be unable to do so until the job action ends. In the meantime, I also encourage you to voice your concerns to the Vice-Provost of Student Affairs Rick Ezekiel via email rick.ezekiel@dal.ca or Assistant Vice-Provost Student Engagement and Success Quenta Adams via email quenta.adams@dal.ca.

If labour disruption occurs, and you see me or other DFA members walking the line, you are always welcome to show your support and join us on the picket lines. Please also follow the DFA on social media; the Administration will be able to fill your inboxes with their perspective, so please consider following our updates so you can make your own decisions based on a wider knowledge base.

The DFA posts updates and information on our site <https://wearedal.ca> under the Student Info tab.

The DFA is also active on Instagram and X (@dalfacultyassoc), on Bluesky (@dalfaculty.bsky.social) and on Facebook (Keep Dal Strong).