

Email to Members

Date: August 11, 2025

Subject Line: DFA Conciliation Update

Dear colleague,

As you know, the DFA Bargaining Team was in the final conciliation meeting with the Dalhousie University Board of Governors this morning. The Board presented its best and final offer ([shared here](#)), or you can find it attached to the Dalhousie President's message to the campus community earlier this afternoon.

Before I give the highlights of the offer, I will note the Board has signalled that they are unlikely to initiate a lockout this week. It is not clear whether they intend to proceed next week. There are still required to provide 48 hours' notice so we will keep you updated.

Here is a high-level overview of the offer.

- The Board withdrew their demand to change the 90-10 rule and the way LTA Instructors are counted. This is good, but expected.
- The Board withdrew their demand to reshape the libraries, and to remove limits on librarian workload. This is good, but also expected.
- The key problem is the Board continues to offer IMC values that are out of step with recent settlements at other universities that have the same, or worse, financial challenges than Dalhousie claims to be experiencing.

Please be reminded that there is a virtual meeting of the DFA Bargaining Unit (all professors, instructors, librarians and counsellors) on Thursday August 14 from 10 am -12noon. A second meeting with the same presentation will be held Monday August 18, from 10am -12noon for those of you who are unable to attend on Thursday. We will walk Members through the recommendation of our Bargaining Team with regard to the offer, and we will highlight the next steps in terms of voting and what your vote means in terms of next steps.

Immediately following the meeting on Thursday August 14, we will open a vote on the final offer from the Board. The vote will stay open for at least a week. That said, we are mindful of our members' busy summer travel plans, and will leave the vote open for as long as we need to reach an 85% participation rate of our membership.



Links to the Bargaining Unit meetings and an update on our job action readiness will be circulated on Tuesday.

While their work is not done yet, I want to take this opportunity to thank the DFA Bargaining Team for their patience, commitment and diligence in getting us to this point. Each and every team member is fighting for the priorities identified by our membership.

Regards,

Dave Westwood
DFA President 2025-2026

Working together to #KeepDalStrong.