

Negotiations Bulletin

DFA's 2017

Bargaining Team

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The DFA Files for Conciliation

The DFA will apply tomorrow to the Minister of Labour and Advanced Education for the appointment of a conciliation officer to assist us to reach a collective agreement with the Dalhousie Board of Governors.

The DFA and Board committees have met on 20 occasions since June 2017. Some progress has been made in the following areas:

Academic Staffing

The Board has agreed to replace all tenure-stream Members who retire or resign during the lifetime of the collective agreement with bargaining unit tenure-stream appointments. The agreement will maintain the existing complement of DFA tenure-stream members.

We have also agreed that the Board will offer 20 "renewal incentives" for Members who are tenured and eligible to retire without actuarial reduction before June 30, 2018. The Board agreed to hire one tenure-stream Member for every renewal incentive that is accepted in the Faculty where the retiring Member works. Ten of the renewal incentives will be used to increase the representation of under-represented designated groups. The DFA has also agreed to use \$280,000 of the surplus in the Anomalies Fund to fund four additional tenure-stream Dalhousie Diversity Faculty Awards.

Equity and Inclusion

The parties agreed that DFA Members who identify as Aboriginal or African Nova Scotian may elect to have an Aboriginal or African Nova Scotian non-voting representative on their Department-level committee when they are being considered for a career-stream appointment. The representative will hold an academic appointment at Dalhousie. This right, which also applies to promotion applications, will apply to all bargaining unit Members: Librarians, Counsellors, Instructors and Members of the Professoriate.

The parties have also agreed to expand the definition of scholarship to include the scholarship of discovery, the scholarship of integration, the scholarship of application and/or the scholarship of teaching. The review and assessment of scholarship should recognize non-traditional forms of scholarship and traditional ways of knowing. The definition of designated group has been revised to include persons protected under Clause 4.01 on the basis of sexual orientation, gender identity and gender expression.



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Remaining Issues

Despite this progress, the DFA and the Board remain far apart on the DFA's workload proposals and salaries.

Many Members in the DFA 2016 survey expressed significant concern about "workload creep": more students in classes, people on short-term contracts working before and after the period of their contracts, and more administrative work related to teaching and service. The DFA made a number of proposals designed to address and monitor this problem, but the Board has rejected them all outright.

The Board's monetary offer includes the following proposals:

- changing the pension plan, which will reduce the funding for future pension indexing.
- making CDI increases discretionary when a Member has reached 10 years in a given rank.
- ending accrual of retirement allowances as of July 1, 2015 for Members in the Faculty of Agriculture and former-TUNS Members.

In a significant break from a principle accepted by both the Board and the DFA in 1989, the Board's monetary proposal abandons the goal of increasing faculty salaries to the average salaries of comparable universities.

Other DFA and Board proposals remain outstanding. We hope that a conciliation officer will be able to narrow these issues so that the fundamental issues of workload and comparable salaries can be addressed in a fair and reasonable manner.

What's Next?

The DFA is holding a General Meeting on Wednesday, January 10 at 7 pm.

Feedback

If you have any questions, comments or feedback, please pass them along to the DFA office (see contact information to the left).

The Negotiations Bulletin will be issued throughout collective bargaining. Future issues will be posted to the Members Only area of our website.