

No Concessions

Recommendation on Tentative Agreement

Presented to the Dalhousie Faculty Association

Bargaining Unit Members

January 31, 2018 Halifax

February 1, 2018 Truro & Saint John

Agenda

1. Move to Committee of the Whole
2. Report from DFA Chief Negotiator
Ray Larkin, Q.C.
3. President's Report - Next Steps
Darren Abramson, President, Dalhousie Faculty Association

A Tentative Agreement

- ▶ On January 30,2018 the DFA Negotiating Committee initialed a tentative agreement in negotiations for renewal of the Collective Agreement which expired on June 30,2017.
- ▶ The tentative agreement is subject to ratification by DFA Members.
- ▶ On January 31,2018 the DFA Executive Committee voted to recommend the tentative agreement for ratification by the Members of the DFA.

No Concessions

- ▶ The Board aggressively pursued three major concessions from the DFA :
 - ▶ A change in the Post Retirement Interest Assumption in transferring funds to the Retiree's Trust Fund (i.e. a reduction in the funding available for indexing pensions to adjust for inflation);
 - ▶ A change in eligibility for Career Development Increments after 10 years in a rank (i.e. discretionary CDIs).
 - ▶ An end to accrual of the Public Service Award benefit that former TUNS and NSAC Members receive.
- ▶ Board negotiators argued that these concessions were necessary if DFA members were to receive more than token IMC & comparability adjustments.
- ▶ The tentative agreement does not include any of the concessions sought by the Board.

DFA Priorities

- ▶ Replacement of tenure-stream professors who retire or resign with tenure-stream appointments.
- ▶ Support for teaching by better defining teaching workloads and by providing additional teaching and researching resources to address increased workloads and class sizes.
- ▶ Maintaining the principle that Members' salaries be increased where necessary to reach the average of salaries at 10 comparable Canadian universities.
- ▶ Equitable treatment of women, indigenous, African Nova Scotian, disabled and LGBTQQII Members

Academic Renewal: Replacement of Members

- ▶ Agreement on a time-limited renewal incentive program which will offer 20 renewal incentives to DFA Members eligible to retire with a pension without actuarial reduction. (Five to be awarded in FASS.)
- ▶ The Board will make one tenure-stream appointment for every renewal incentive that is awarded in that Faculty.
- ▶ 10 of the renewal appointments will be made to increase the representation of under-represented designated groups within the Faculties where the renewal incentives are awarded.

Replacement of Members: Maintaining the Bargaining Unit Wide Tenure-Stream Complement

- ▶ Agreement that “ In addition to the renewal incentive program, the Board agrees to replace all tenure-stream Members who retire or resign during the lifetime of this Agreement with Bargaining Unit tenure-stream appointments within the overall complement of the University.”

Teaching Workload

- ▶ Other than support for designated group Members, the Board was unwilling to agree to any measures proposed by the DFA.

Comparability

- ▶ The principle of comparability with the average salaries of Professors in the 10 comparable universities was maintained but the dollar amount of the adjustment is modest.
- ▶ Comparability adjustments for Librarians were offered in exchange for giving up Appointments Committees in each Library but this exchange was rejected by the DFA bargaining committee.

Equity Measures (1)

- ▶ The hiring preference for designated groups is extended to persons protected under Clause 4.01 on the basis of sexual orientation, gender identity and gender expression.
- ▶ In applications for reappointment, continuing appointment, appointment without term, tenure and promotion, Members who identify as Aboriginal or African Nova Scotian may choose to have a non-voting Aboriginal or African Nova Scotian representative on their Department-level committee.

Equity Measures (2)

- ▶ Members of designated groups (women, disabled persons, Aboriginal persons and visible minorities) who have higher than normal academic administration service will be eligible for overload stipend and/or supports for teaching and research.

Equity Measures (3)

- ▶ Based on data which demonstrates that the female Full Professors are underpaid, a Letter of Understanding provides \$500,000 to adjust pay for the University's complement of female Full Professors.
- ▶ The Board rejected proposals from the DFA that pay equity adjustments for the Members in all of the designated groups should be considered by a Committee and funded to make adjustments when compared with white male Members warrants a pay equity adjustment.

Equity Measures (4)

Dalhousie Diversity Faculty Awards

- ▶ An additional four Bargaining Unit Dalhousie Diversity Faculty tenure-stream appointments will be made, funded in part by surplus funds in the Anomalies Fund in Article 31A of the Collective Agreement .

Broader Measures that Affect Equity

- ▶ Scholarship to be considered in relation to applications for re-appointment, tenure and promotion should recognize non-traditional forms of scholarship and traditional ways of knowing.
- ▶ Scholarship of discovery, scholarship of integration, scholarship of application and scholarship of teaching should all be considered in relation to applications for reappointment, tenure and promotion.

Instructors

- ▶ Changes to the requirements for job descriptions for Instructors and workloads.
- ▶ Changes to advertising requirements when limited-term Instructors are re-appointed.
- ▶ University Teaching Fellows will be subject to the same disciplinary procedures that apply to Professors.

Housekeeping

- ▶ Definitions.
- ▶ Gender and gender-identity sensitive use of pronouns.
- ▶ Update the grievance procedures and list of arbitrators.
- ▶ Information to DFA concerning dues deductions.
- ▶ Confirming a grievance settlement which recognizes service in a limited-term appointment for the purpose of eligibility for sabbatical leave when the Member gets a tenure-stream appointment.

Housekeeping

- ▶ Clearing up confusion regarding the effect of Special Salary Increases on salary maxima.
- ▶ Administrative stipends for Bargaining Unit Directors and Heads of Departments.
- ▶ Forgiveness of moving expenses for Members with limited-term appointments.
- ▶ Counting of Instructors for the purpose of Clause 14.18(a).

Monetary

- ▶ Income Maintenance Changes of 1.5%, 1.25% and 1.25% in a three-year agreement.
- ▶ Comparability adjustments for Full Professors and Associate Professors of \$250 in the 2018-2019 term.
- ▶ Pay Equity Adjustment as provided in Letter of Understanding.
- ▶ Adjust all other monetary amounts in the Collective Agreement by the amount of the IMC increases.

GENERAL PROPOSALS	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	
Income Maintenance Change (IMC)	1.5	1.25	1.25	
*with pension adjustment	.55	.55	.55	This 0.55/year is from the estimated annual savings to the current service cost associated with the proposed change to the PRIA holdback.
Career Development Increment (CDI)/ Step	IMC	IMC	IMC	
Librarians Comparability Adjustment for ranks of Librarian II and III	\$1,200			*Subject to agreement to Board proposal January 22, 2018
Comparability – Pay equity	.42			Assuming agreement on monetary deal
Comparability - Professors		\$250		
Comparability- Associate Professors		\$250		
Salary Minima	Increase by IMC			All ranks
Salary Maxima	Increase by IMC			All ranks
Market Differential (per Clause 31.57)	Law, Medicine, Faculty of Computer Science, Faculty of Engineering, and School of Business – increased each year by the IMC percentages (above).			
Anomalies Fund	Increase by the IMC			
Overload Stipends	Increase by the IMC			
Administrative Stipends	Increase by the IMC			

Travel Funds	Increase by the IMC
Supplemental Leave Grants	Increase by the IMC
PDA	Increase by the IMC
Health Spending Account	Increase to \$750 effective July 1, 2018
PSA	Board proposal 29 November 2017
Structural Pension Change	Board proposal 26 June 2017 tentative

DIVERSITY PROPOSALS	
SSI	Board proposal 26 June 2017 tentative
Internal Comparability Adjustment (Pay Equity LOU)	\$ 500,000.00 or .42% (see attached LOU)

ACADEMIC RENEWAL PROPOSALS	
LOU	Agreed December 20, 2017
CDI	Board proposal 27 November 2017 (Article 31)

Reason for Low Monetary Offer

- ▶ The Board offered low IMC and minimal comparability adjustments because it wants DFA Members to pay for anything more.

The Price of Rejecting the Board's Concessions Proposals

- ▶ Members can reject the tentative agreement but higher pay will likely require a strike and cause the Board to resurrect its demands for concessions.
- ▶ The Bargaining Committee and the Executive Committee recommend ratification.

President's Report

Next Steps

- ▶ Release news of tentative agreement
 - ▶ Tonight: announcement via social media
 - ▶ Tomorrow morning: email to Members followed by media release
- ▶ Tomorrow: general meeting in Truro, videoconference with Saint John
- ▶ Feb 5: post agreement details on DFA website, Members Only area
- ▶ Feb 7-14 (tentative): ratification vote

Discussion