

# ***Contract Negotiations Status Update***

*Presented to the Dalhousie Faculty Association  
Bargaining Unit Members  
January 10, 2018*

# Agenda

1. Report on Implications of Board's Pension Proposal  
*Paul Chang, FCIA from Morneau Shepell*
2. Report from DFA Chief Negotiator  
*Ray Larkin, Q.C.*
3. President's Report - Next Steps  
*Darren Abramson, DFA President*

# Why DFA Requested Conciliation

- ▶ On December 21, the DFA requested the Minister of Labour to appoint a conciliation officer.
- ▶ The Minister has appointed an officer and dates are under discussion.
- ▶ Your negotiating committee is very concerned about the Board's demands for concessions on pensions, retirement allowances, CDI eligibility and the absence of movement on workload issues.

# Context for Conciliation

- ▶ The Trade Union Act prohibits strikes before bargaining and conciliation have been attempted, and 14 days have passed from the report of the conciliation officer to the Minister.
- ▶ A credible threat of strike action may be needed to get the Board to drop its demands for concessions and make a reasonable offer on monetary and non-monetary issues.
- ▶ There is no credible threat of strike action if the process is held up too late in the term.

# Objective in Conciliation

- ▶ To negotiate an offer from the Board on the outstanding monetary and non-monetary issues that your negotiating committee can recommend for acceptance by the Members.

# Some Progress Made

Some significant improvements in non-monetary issues:

- ▶ Equity measures
- ▶ Faculty complement

NO progress in workload issues.

# Major Issues Remain

Far apart on monetary issues:

- ▶ Board proposals for changes to the Dalhousie University Staff Pension Plan and in retirement allowances for former TUNS and NSAC Members.
- ▶ Board proposal to reduce entitlement to CDI.
- ▶ Board declines to recognize the long-standing objective of comparable salaries to those in similar Universities.

# Matters Agreed to in Bargaining

Given the range of issues in dispute, you might ask, “What have the negotiating parties been doing in 20 bargaining sessions since June?”

- ▶ Housekeeping issues.
- ▶ Equity issues.
- ▶ Academic Renewal - complement of tenure-stream professors.



# Housekeeping

A number of minor changes to the Collective Agreement:

- ▶ Definitions.
- ▶ Gender and gender-identity; sensitive use of pronouns.
- ▶ Update the grievance procedures and list of arbitrators.
- ▶ Information to DFA concerning dues deductions.
- ▶ Terminology updating in the provisions for Professional Librarians.

# (1) Equity Measures

- ▶ 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, 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.

## (2) Equity Measures

- ▶ 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.

# Broader Equity Measures

- ▶ Scholarship to be considered in relation to applications for reappointment, 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.

# 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 .

# Instructors

- ▶ Changes to the requirements for job descriptions for instructors and workloads.
- ▶ University Teaching Fellows will be subject to the same disciplinary procedures that apply to Professors.

# Academic Renewal

- ▶ 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.

# Complement

A Letter of Understanding will include the following:

- ▶ “ 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.”



# (1) Major Obstacles to Agreement

The Board proposes a change to the Dalhousie University Staff Pension plan, which will reduce the amount of money available for indexing pensions to inflation.

*This proposal is unacceptable to your negotiating committee.*

## (2) Major Obstacles to Agreement

The Board proposes that the retirement allowances to which former TUNS and NSAC Members are entitled will no longer accrue after July 31, 2015.

*This proposal is unacceptable to your negotiating committee.*

# (3) Major Obstacles to Agreement

The Board proposes that Members holding the same rank for more than 10 years at Dalhousie University are not automatically eligible for CDI increases. For these Members, CDI increases may be recommended by the Dean...on the basis that their performance is substantially above the norm in their rank.

*This proposal is unacceptable to your negotiating committee.*

# (4) Major Obstacles to Agreement

- ▶ The Board's monetary offers do not meet the objective of making progress towards salaries at the median of the agreed group of comparable Universities.
- ▶ The principle of comparability has been recognized by the Board and a feature of DFA agreements since 1989.
- ▶ If the DFA abandons the principle of comparability in this round, it is likely that this principle will be lost.

# (5) Major Obstacles to Agreement

- ▶ The DFA has made a group of workload proposals which are aimed at support for teaching. The Board has rejected all of these proposals.
- ▶ The DFA has proposed the elimination of appointments of less than 12 months. The Board acknowledges that members with 10-month appointments work unpaid during two months between appointments but refuses to change to 12-month minimums.

# Other Unresolved Issues

- ▶ Against the wishes of Professional Librarians, the Board wants to eliminate the separate Library Appointments Committees and replace them with a single Library Systems Appointments Committee.
- ▶ The Board wants to limit the position of Professional Counsellor to Registered Psychologists and refuses to accept the DFA proposal to increase the complement of Professional Counsellors to three.

# Other Unresolved Issues

- ▶ Improvements in educational leave for Instructors and Technology Instructors.
- ▶ DFA proposals for benefits improvements:
  - ▶ Athletic centre fees.
  - ▶ Reimbursements for expenses to include services and improved application procedure.
  - ▶ Moving costs for Members with limited-term appointments.

# Salary Issues

- ▶ DFA proposes a 3-year agreement with increases of 3% on July 1 each year.
  - ▶ The Board agrees to 3 years but with 1% increases on July 1 each year.
- ▶ DFA proposes an increase in the CDI.
  - ▶ The Board agrees to increase but by less.
- ▶ DFA proposes comparability adjustments for Full Professors, Associate Professors and Librarians 2, 3 and 4
  - ▶ The Board is willing to adjust Librarians only if they give up their separate Library Appoints Committees and proposes an unspecified internal comparability adjustment for designated equity-seeking groups.



# What to Expect?

- ▶ Our task as a negotiating committee will be to convince the Board representatives in the conciliation process to drop their demands for concessions and to agree to a package of monetary and non-monetary changes for the Members to consider after conciliation.
- ▶ Ideally this will be a package we can recommend to you.

# President's Report

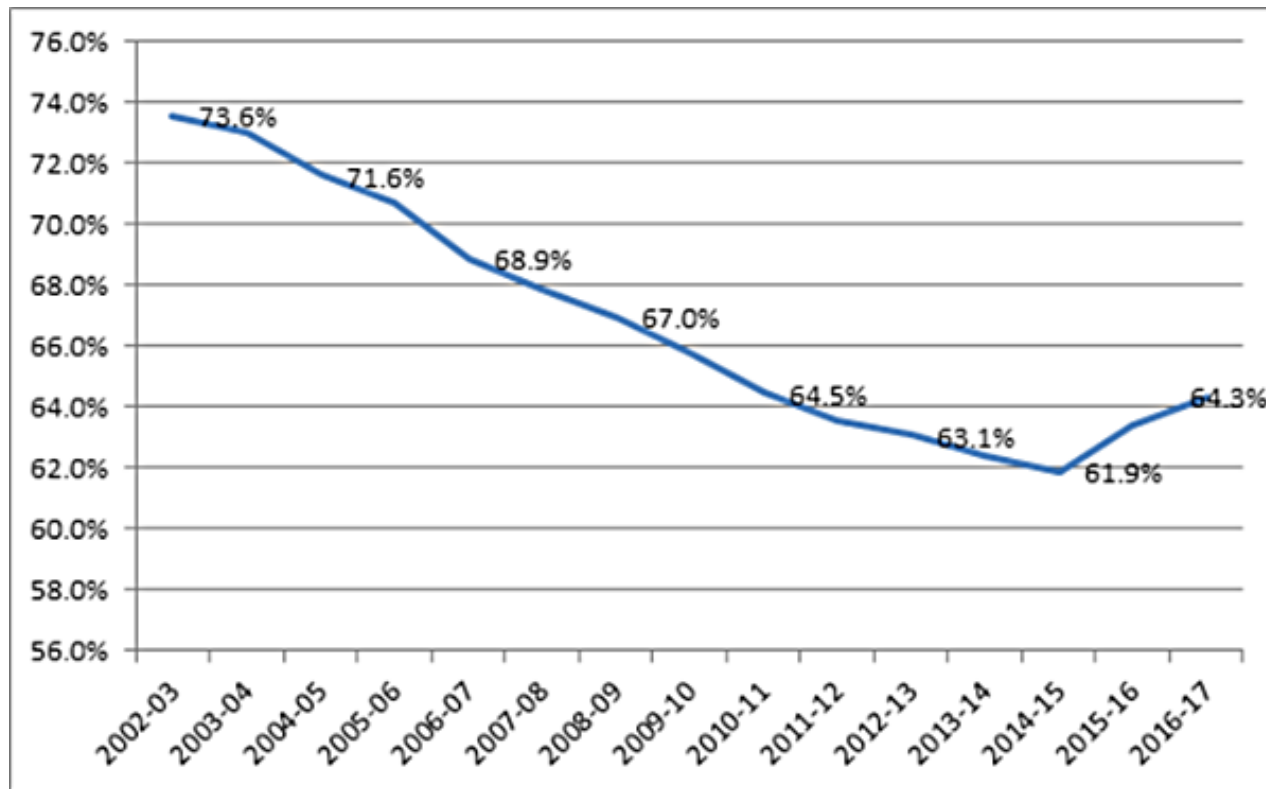
# Where DFA Proposals Came From

From our Members

- ▶ Face-to-face meetings with Chairs in every Faculty on every campus.
- ▶ Full Membership survey with highest results of any survey DFA has ever conducted.
- ▶ Meetings with Equity Committee, Black Caucus and Aboriginal Caucus.

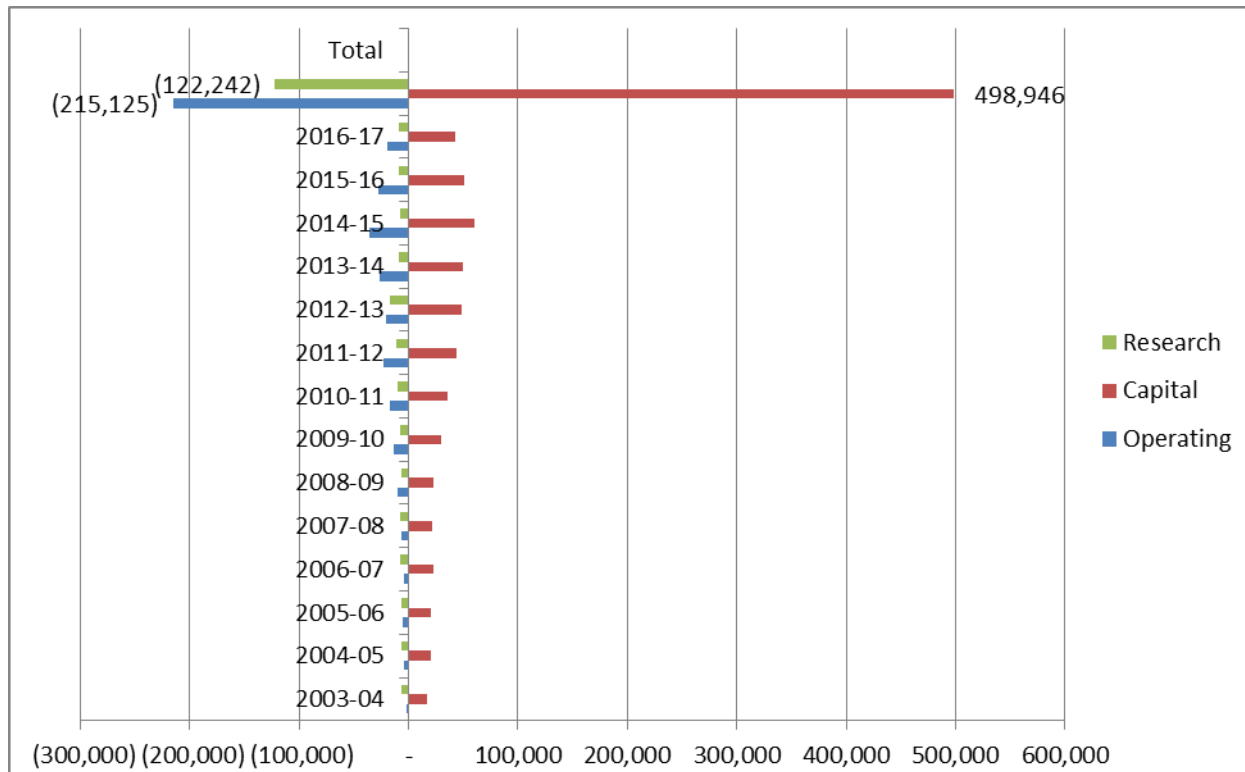
# President's Report

Share (%) of Total Dalhousie Operating Fund Revenue  
Spent on Academic Responsibility Centre (2002-03 to 2016-17)



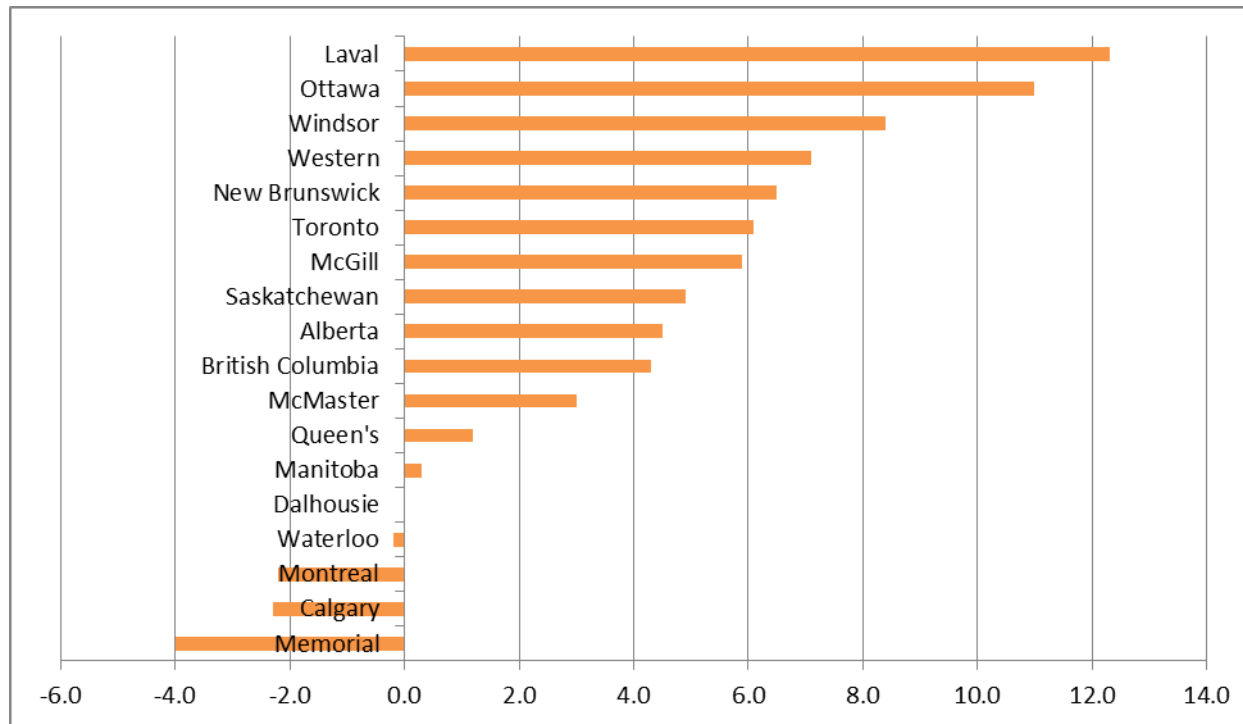
# President's Report

## Interfund Transfers 2002-03 to 2016-17 (in \$000s)

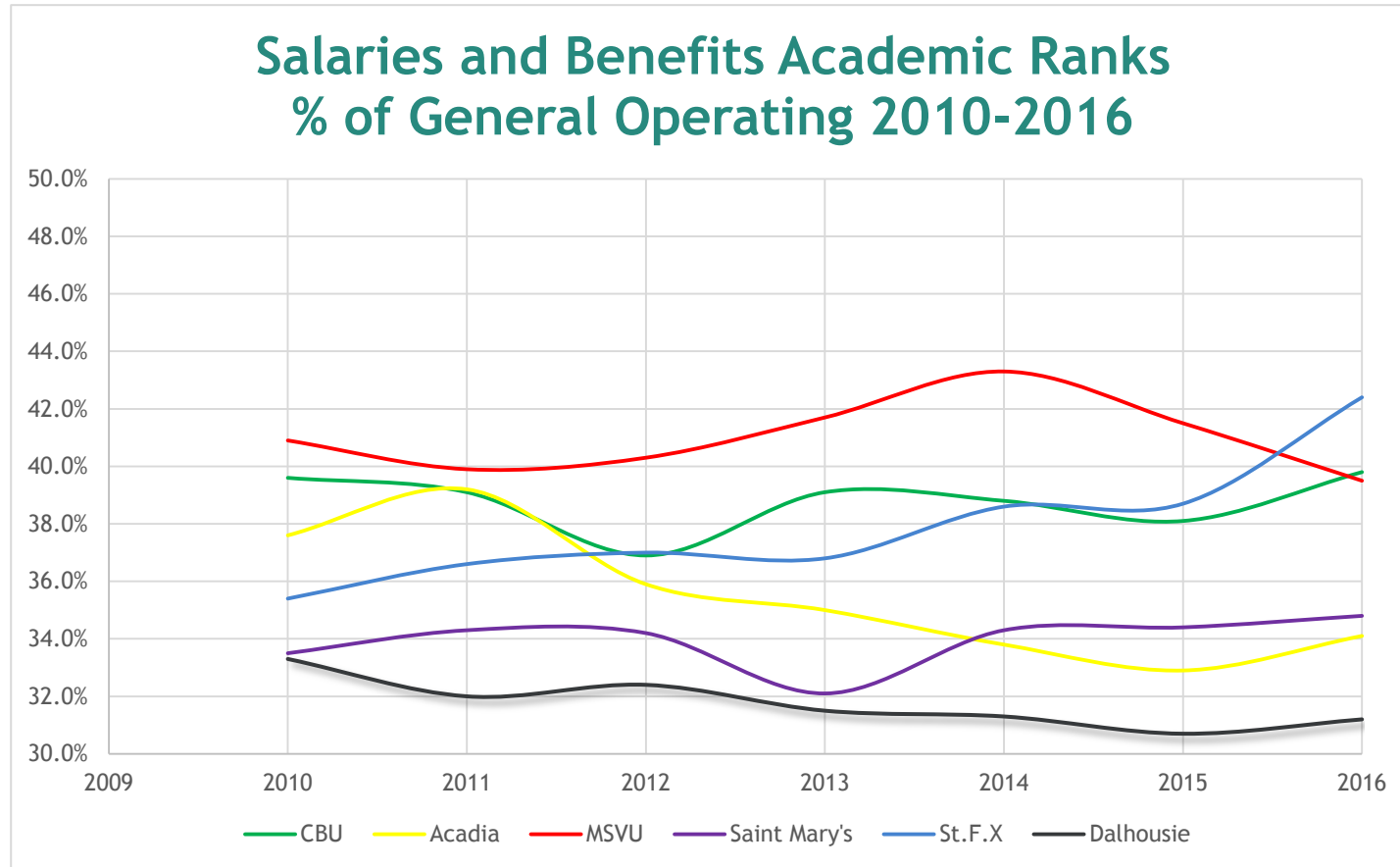


# President's Report

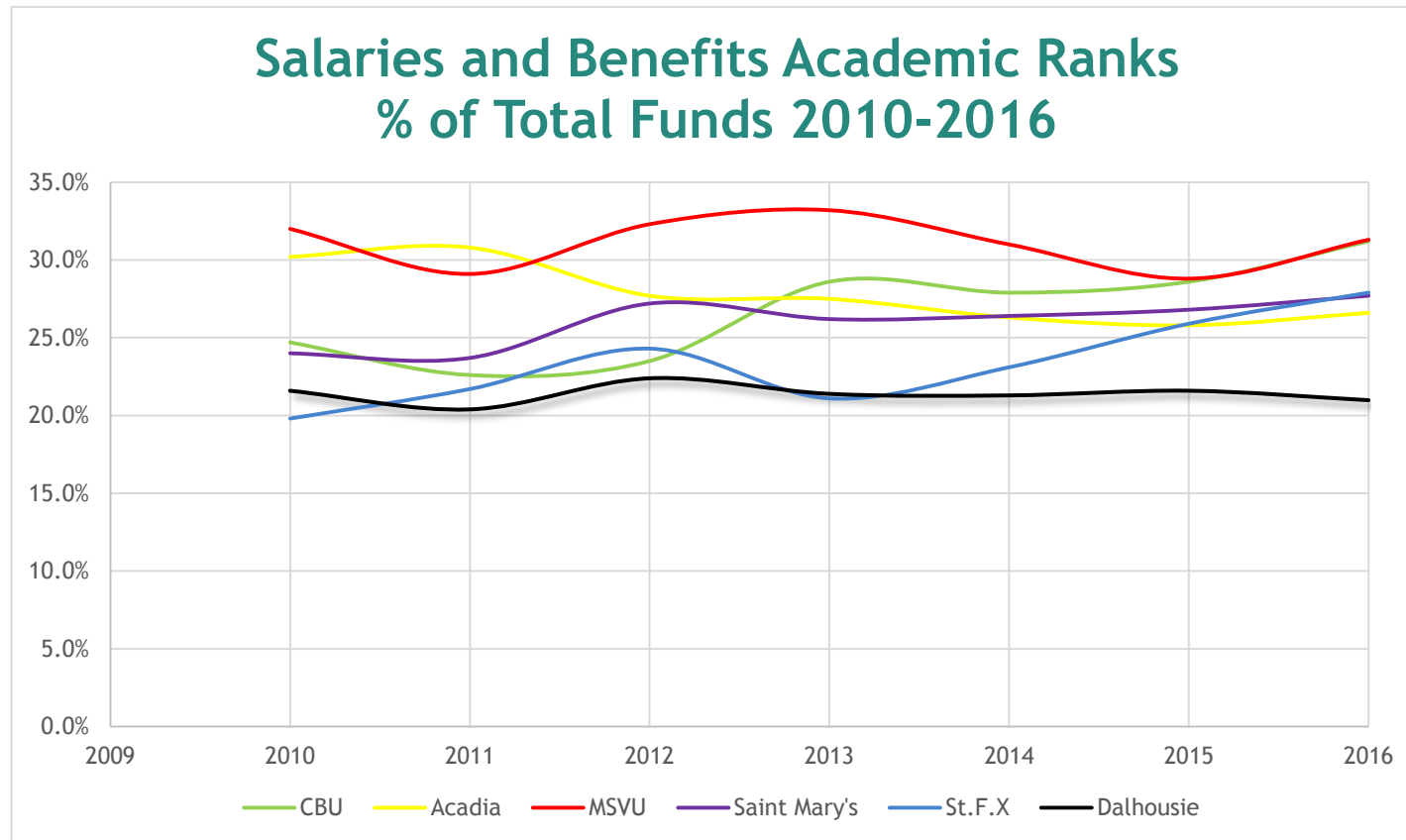
Academic Salaries (in % of non-plant expenditures) minus  
Non-Academic Salaries (in % of non-plant expenditures) 2014-15



# President's Report



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*Data provided by ANSUT*



# President's Report

- ▶ Our proposals reflect what our Members told us.
- ▶ Our proposals are ultimately designed to protect and support the academic mission of the University.
- ▶ While we have made some progress on not eroding our complement further, this only addresses one side of the challenges that were expressed in consultations.

# Discussion