

Negotiations Bulletin

DFA's 2017 Bargaining Team

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DFA Monetary Proposals Tabled

This morning, the DFA bargaining team presented the following monetary proposals to the Dalhousie Board of Governors' bargaining team:

- 3% IMC increase in each of 3 years;
- Increase the CDI to all ranks to \$3,000;
- Comparability adjustments as follows:
 - a. Professor - \$2,600;
 - b. Associate Professor - \$1,500; and
 - c. Librarians 2, 3 and 4 - \$1,500.

The DFA proposed that all of these be implemented in the first year of a three-year contract.

We also proposed that promotion adjustments be provided when:

- Senior Instructor is promoted to University Teaching Fellow;
- Librarian 3 is promoted to Librarian 4, and
- Technology Instructor II is promoted to Technology Instructor III.

The overall objective of these proposals is to address the continuing lag in Dalhousie salaries in relation to comparable universities across Canada.

The Background

In 1989, Allan Shaw, then Chair of Dalhousie's Board of Governors, announced a faculty salary policy with the following components:

- a. "the objective of the policy should be parity over time between mean salaries by rank and age for Dalhousie faculty and those for comparable groups at selected Canadian universities;
- b. where corrective measures are currently required to meet the policy objective, adjustments should be phased in over a reasonable period of time, perhaps three to five years, as resources become available to increase the salary faculty budget."

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The approach to comparison with other universities was set out in Mr. Shaw's 1989 statement, "Given the University's mission in terms of teaching and scholarship the appropriate comparative norm ought not to be Nova Scotia or regional universities, although these must be examined and kept in mind, but rather a selection of Canadian universities offering a similar range of academic programs and research capacities, taking into account to the degree possible the size of each institution's enrolment."

Dalhousie Compared to Other Universities

Since 1989, the DFA and the Board have agreed on the comparable universities, which are: Memorial, New Brunswick, Queens, Ottawa, McMaster, Western, Windsor, Manitoba, Saskatchewan, Alberta and Calgary.

In 1990, the *Report of the Joint Committee on Faculty Salary* stated Dalhousie salaries for Professor were 7.8% below parity with the mean salary for full Professors in comparable universities. Associate Professor salaries were 3.2% below parity and Assistant Professor salaries were 2% above parity. (Saskatchewan salary data was unavailable in 1989 and therefore not included in the calculations.)

In 2012-13, the salaries for Professor were 9.1% below parity with the mean salary for Professors in comparable universities, the salaries of Associate Professor were 10% below parity, and the salaries of Assistant Professor were 5.9% below parity. In the 2014-17 round of collective bargaining, comparability adjustments were made to some ranks: \$1200 for Associate Professors and \$1500 for Professors in each of the first two years.

Attached to this bulletin are two tables that compare Dalhousie salaries and those of the comparator group and the U-15 universities in 2016-2017, using StatCan data. The [first table](#) compares Dalhousie salaries to those universities in the comparator group. The salaries of Dalhousie Professors are 6.34% below parity with the mean salary of Professors in comparable universities, salaries of Associate Professors are 4.92% below parity and salaries of Assistant Professors are 2.77% below parity.

The [second table](#) compares Dalhousie salaries to those in the U-15 universities. Compared to the U-15 universities, Dalhousie Professors receive 11.57% less than parity, Associate Professors 8.93% less than parity, and Assistant Professors 6.88% less than parity.

Since 1989, some marginal improvements have been made in the salaries of Dalhousie's Professors and Assistant Professors, relative to parity with the mean of the comparator group, but not in the salaries of Associate Professors. The Dalhousie salaries remain stuck at the low end of the comparator group and the U-15 group.



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The combined effect of the DFA proposals to increase IMC and CDI along with the proposed comparability adjustments is to move Dalhousie salaries closer to the objective described by Chair of the Board of Governors Allan Shaw in 1989, but not yet reached.

The DFA bargaining team was surprised by the Board's repeated emphasis on regional comparators which, of course, all have lower salaries than Dalhousie, rather than focusing on the national comparators. (*Regional comparators: UPEI, Acadia, St. FX, SMU, Mount Allison and UNB*)

What's Next?

There are four half days scheduled for collective bargaining between now and the end of November. We have no dates scheduled beyond November 30. Updates will be issued as bargaining continues.

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 of the Bulletin will be posted on the Member Only area of the DFA website.