

Negotiations Bulletin

DFA's 2017

Bargaining Team

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This past week there were three half-day meetings held between the bargaining teams for the DFA and Dalhousie's Board of Governors. The Board presented its monetary proposals in response to the DFA proposals presented late last week.

The Board's Monetary Proposals

Salary

- a) Income Maintenance Change (IMC): 1% in 2017-18; 1% in 2018-19, 1% in 2019-20.
- b) Career Development Increment (CDI): Remove automatic increases for those Members of the Professoriate who hold the same rank for 10 years. The Dean may recommend CDI on basis that the performance is "substantially above the norm for their rank."
- c) Comparability Adjustment for Librarian II and III: \$1,200 in 2017-18 in exchange for agreement to delete the Library Appointment Committees.
- d) Comparability Adjustment for Equity seeking Members of the bargaining unit (amount and process to be determined).
- e) Salary Minima, Salary Maxima, Market Differentials: Increase by IMC.
- f) Special Salary Increase (SSI): Any remaining funds in each academic year transferred to Academic Initiatives Fund to support research award for University faculty returning from parental leave of eight months or greater.

Pension

The Board proposes the removal of the PRIA holdback under the Dalhousie Pension Plan. The effect of this change will be to reduce the amount of monies transferred to the Retiree Trust Fund and therefore the monies available for indexing of pension benefits.

Benefits

- a) Increase Health Spending Account to \$750 (currently \$500).
- b) Public Service Award: For those Members whose pensions are with the Public Service Superannuation Plan (primarily Members on Sexton and the Agriculture campuses) the amount of the award granted on retirement 'fixed' to the salary for each completed year of service up to July 31, 2015.
- c) Other Funds (anomalies fund, overload stipends, administrative stipends, travel funds, supplemental leave grants, professional development allowance): Increase by IMC.

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Academic Renewal

DFA's Proposal

On November 29, the DFA presented a comprehensive academic renewal proposal to the Board's bargaining team. Our proposal outlines a renewal strategy that combines a retirement incentive over a three-year period with proposals to hire 31 probationary tenure-track Members in various Faculties.

Under our proposal, a bargaining unit faculty Member who accepts a one-year salary retirement incentive will be replaced by a probationary tenure-track appointment in their Faculty in the following academic year. In addition, the DFA proposes that all bargaining unit tenure-stream Members who retire or resign during the lifetime of the agreement will be replaced by bargaining unit tenure-stream appointments across the University.

The DFA's proposal also includes an increase in the number of Dalhousie Diversity Faculty Awards by an additional 10 awards with three of the 10 awards to be made in FASS and three of the 10 awards to be made in the Faculty of Health.

The Board's Response

On November 30, the Board team provided its response to the DFA's proposal on academic staffing:

- 20 renewal incentives at six month's salary each available to Members who are tenured and eligible to retire with a pension without actuarial reduction on or before June 30, 2018.
- The Board will commence recruitment for one tenure-stream bargaining unit appointment for every renewal incentive that is awarded within the Faculty where the incentive is awarded.
- At least 10 of the replacement appointments will be made to underrepresented designated groups within the Faculties where the renewal incentives are made.
- The Board agrees to replace all retiring bargaining unit Members with tenure-stream bargaining unit appointments within the overall academic complement of the University.

What's Next?

The two sides have scheduled one more half-day meeting that will take place on Wednesday, December 20. A *Negotiations Bulletin* will be sent out after that meeting takes place.

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.