

# Negotiations Bulletin

## DFA's 2017 Bargaining Team

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During the week of August 28, 2017, bargaining teams for the DFA and the Dalhousie Board of Governors met for one full day and two half days. A full discussion was held on various non-monetary proposals and, while no changes to the collective agreement have been finalized, progress has been made in a number of areas.

### Housekeeping

The teams addressed various housekeeping issues regarding definitions, and procedures for grievances and arbitration.

### Limited-Term Appointments

The Board rejected the DFA's proposal that limited-term appointments be made for 12 months, instead of the current 10 months. The DFA argued that Members on LTA get paid for 10 months, but their work continues through the two months during which they are not paid. At the table, Chief Negotiator Ray Larkin noted that Dalhousie administration's "flexibility in staffing is based on people working for nothing." The Board felt the current practice is acceptable.

### Diversity

Extensive discussion was held regarding diversity issues and while these proposals are still under discussion, there is movement toward expanding the definition of designated groups to include people in the LGBTQII+ communities.

We also discussed broadening the approach to the types of scholarship considered in the tenure process, including non-traditional forms of scholarship. Both sides recognized the challenges faced by our Aboriginal and African Nova Scotian Members when up for career-stream appointments. To this point, there was full discussion of the Member having the option of a non-voting member from the Aboriginal or African Nova Scotian community serving in an advisory role on the review committee.



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### Librarians

The Board proposed a change to the librarian review process so there would be one review committee instead of two committees for all six libraries, regardless of which library the Member is in. The DFA rejected this proposal.

### Instructors

With respect to instructors, the discipline process was discussed along with job descriptions and workload. Not as much progress was made in these areas as the DFA team would have liked, but we remain optimistic that gains will be made.

### What's Next?

It is still early in the collective bargaining process. The two sides have yet to discuss the DFA's priority proposals on workload and academic staffing. Monetary proposals have not yet been exchanged. Both sides are scheduled to be back at the bargaining table later in September.

### 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.*