

October 26, 2020

Via Email

Ms. Laura Neals
Director of Academic Staff Relations
Human Resources
Henry Hicks Building, Rm 150
6299 South Street
Halifax, NS B3H 4R2

Dear Laura:

RE: DFA Bargaining

I am writing to advise you that the DFA members have voted to reject the proposal from the Board presented at conciliation on October 19, 2020. Eight hundred sixty-five (865) members voted, and of that number ninety-five percent (95%) voted to reject.

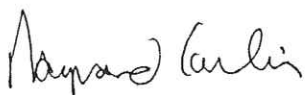
There are no doubt, many reasons why members voted to reject the Board's proposal. The Board's pension proposals and the proposed three-year agreement with minimal Income Maintenance Changes were no doubt significant, but the Board's rejection of all of the DFA's outstanding monetary and non-monetary proposals without even mentioning the non-monetary proposals was certainly a factor.

I was surprised to learn that the Board had rejected the proposal from the Department of Labour that the DFA and the Board agree to a conciliation board under the *Trade Union Act* to assist in resolving our dispute. In my experience, capable conciliation board members representing each party and an experienced mediator as chair, can often come up with solutions that both parties accept. The advantage for DFA and the Board of a conciliation board would be to save the fall term from disruption, with a good chance of achieving consensus on a renewed collective agreement.

The DFA will agree to a conciliation board and proposes that the Board do likewise.

I will look forward to hearing from you.

Yours truly,



Raymond F. Larkin, QC
RFL/em