

DFA DIALOGUE

2016-2017 Annual Report for the Dalhousie Faculty Association

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Wednesday

May 3, 2017
2:15 pm

Theatre A
Tupper Building

Remote locations: 254 Haley (Truro) and Room 221 DMNB (Saint John)

Please bring your copy of this report, along with the agenda, minutes and budget documents sent via email on April 24, 2017.

Territorial Acknowledgement

We would like to begin by acknowledging that we are in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People. This territory is covered by the "Treaties of Peace and Friendship" which Mi'kmaq and Maliseet people first signed with the British Crown in 1725. The treaties did not deal with surrender of lands and resources but in fact recognized Mi'kmaq and Maliseet title and established the rules for what was to be an ongoing relationship between nations.

DFA

Dalhousie Faculty Association

~~ Happy 40th DFA! ~~

On November 24, 2018, DFA will celebrate 40 years as the exclusive Bargaining Agent for our Members.

DFA was formed in 1951 to represent the interests of Dalhousie University's teaching, research, professional librarian and professional counselling staff in the matters of employer-employee relations. Today, we represent approximately 1,000 members. In 1978, DFA was certified by the Nova Scotia Labour Relations Board as a Bargaining Agent under the Trade Union Act of Nova Scotia.

Under the leadership of our volunteer Executive Committee, DFA deals with items and issues of common interest to our members and addresses broader interests of the academic community.

Stay tuned for events and initiatives to celebrate our milestone.

DFA executive and staff want to hear from you! If you want to get involved, or provide feedback and suggestions, contact us via email or come for a visit.

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President's Report

Laurene Rehman, President, 2016-2017

It is surprising how quickly the term of president, as well as the year, can pass. This has been a busy year preparing for collective bargaining. As a result, I have had the privilege to meet with many of our members across the four campuses and to hear some of the issues you are facing. Although there are unique issues, they are remarkably similar. Faced with fiscal constraints and a lack of tenure-track hiring, many departments and units are finding it hard to do more (or even the same) with less. Within this report, I will summarize some of the work that has occurred over this past year in preparation for collective bargaining.

Before I get into the year in review, I would like to thank the DFA staff (Barbara MacLennan, Lynn Purves, Linda Robertson and Catherine Wall) and the executive for their work and support. Without each of you, the work of the DFA would not continue to advance.

This has also been a year of loss as we said goodbye to Donna Balkan (Communications Officer) who lost a brief battle with cancer in early December. She began her employment with the DFA in February 2014. As a result of her passion for unions, she helped to plan and implement several events to raise awareness about issues related to academic freedom, and contractual and precarious employment. Many of you had an opportunity to work with her or attend such events and activities. Much of the work related to communications over the last year has been reduced; however, we were able to welcome Catherine Wall to our staff in February 2017 as our new Communications Officer. If you haven't already done so, feel free to welcome her

yourself. Also, check out the new DFA website that she will be maintaining and updating.

Strategic Planning

My new year as president started off with a strategic planning session held in early May where we brought together DFA members who represent our various committees. This session was a chance to review work and issues that had occurred over the past year(s) and outline key items to consider in moving forward. Four key topics emerged: equity and diversity, tenure and lack of tenure-track appointments, budgeting constraints, and work-life issues. We have continued to explore these topics over this year. The next step involved consultations with chairs (who were DFA Members) and the broader membership.

Consultations with Chairs & Members

Consultations with chairs and DFA Members started over the summer and continued into the fall. These consultations were led by Dr. Darren Abramson and Barbara MacLennan and allowed us to continue to obtain feedback from Members "on the front line". We heard strongly about the challenges Members were facing, as well as the great work our Members were doing (sometimes in spite of financial support). Budgetary restrictions were underlying many of the challenges members were facing in terms of cuts to TA support, equipment, and lack of tenure-track hiring/replacement.

Surveys

These issues were further explored through two surveys in the fall/early winter. The surveys were used to reach a broader membership and to continue to understand their experiences. At the same time, our contract review team was working to review the data from the consultations and the

surveys to prepare the collective bargaining team. This team is now fully underway and recently presented to the membership a suite of proposals that will be brought forward in collective bargaining. This year's bargaining team includes: Ray Larkin (Chief Negotiator), Tim Juckes, Shelley McKibbin, Deborah Mellish, Julia Wright, Barbara MacLennan and Lynn Purves.

Other Issues

Beyond collective bargaining, there have been a number of other issues which the DFA has been addressing for our Members. These include: the budgeting process at Dalhousie; Senate issues/relationship; and issues related to equity and diversity.

With respect to budgeting at Dalhousie, our budget strategy team has worked over this past year to gather attention about the choices which underpin this process. Dr. Darren Abramson has led this process and brought an important critical analysis. We presented to the Budget Advisory Committee, the Senate Academic Planning and Governance Committee, the Dalhousie Student Union, and members. This process has resulted in an agreement for us to present to Senate in May/June this year.

Another important area of work this past year has been on continuing to foster the relationship between the Senate and DFA. Last year,

Dr. David Mensink initiated a process of regularly meeting with Senators to discuss issues of mutual interest and these continued this year. Within this process, we have worked to improve communication on issues related to a course syllabi policy and a white paper on academic freedom. A strong working relationship between the DFA and Senate will ensure the academic mission of the university is supported.

A final area of attention this year has been on issues related to equity and diversity. Meetings have been held to understand the process related to supporting the Dalhousie Diversity Faculty Awards. As well, equity consultations with the support and leadership of Dr. Catrina Brown were held in relation to collective bargaining to hear Members' experiences. This also led to an exciting initiative in which Dr. Brown, Chair of the DFA Equity Committee, initiated two new caucuses - one for LGBTQQI+ and the other for dis(Ability) - to explore issues for consideration. These have added to the other caucuses currently operating on campus, including the Black Faculty and Staff Caucus and Aboriginal Caucus.

In closing, it has been a busy year of preparation leading up to collective bargaining. I have enjoyed the opportunity to serve as president and look forward to passing the leadership on to Dr. Darren Abramson. Thank you to all for your support over this year. **DFA**

Grievance Committee

Darren Abramson (Chair), Catrina Brown, Cedric Dawkins, Tim Juckes, Debbie Mellish, David Mensink, Barbara MacLennan

Non-Payment of Bargaining Unit Dues

A faculty member was in an untenable and unique reporting structure that prohibited DFA membership. The member and the DFA take the position that the work is academic work fitting with the DFA community of interest.

Nevertheless, the request was denied by administration and the member was offered three alternative reporting options, each of which would prohibit DFA membership. The grievance has been escalated through the President and is now pending arbitration.

Truro Campus Daycare

The grievance involves a failure to provide daycare to our members at the Truro campus as a result of the closure of the facility. This provision is required in our Collective Agreement. The Executive Committee approved submitting grievance to arbitration. At the first grievance meeting held on August 29, 2016, a decision was made for the DFA, the Board and the NSGEU (covering the staff at the daycare) to determine a viable solution. We are waiting for a decision from the province on a new funding structure for daycares. As a result, the arbitration has been delayed without date.

Counsellors Vacation Grievance

This was recently resolved at the informal stage. The Board agreed to recognize vacation time owing in the years of the current contract and also, for most counsellors, as a result of an administrative error, vacation owing from the

Member's first year of employment. The five counsellors the DFA represented were consulted and agreed to the Board's offer. The Board extended their settlement to a number of counsellors the DFA did not represent. Those covered by the settlement can negotiate how they wish to receive their entitlement (pay, time, or a combination).

Conditions Letter Grievance

A grievance was filed for a Member who had conditions placed on employment as a result of an independent harassment investigation. No resolution was possible at either the informal or formal stages and, after careful deliberation and legal advice, the Executive Committee determined not to submit it to arbitration.

Overload Stipend Grievance

The grievance involved an Instructor Member in Agriculture who claimed an overload stipend because the number of lab sections taught was above the "normal teaching load". The Member's job description only indicated 70 per cent teaching and 30 per cent service, with no specification of the number of courses (labs, etc.). We argued that the number of labs was higher than it had been in the previous years, thereby being above the norm, but the Dean rejected this, saying "I disagree that [X's] normal workload was 14 or 15 lab sections. In...job description, [X's] workload is described as 70 per cent teaching/course administration and 30 per cent service. The number of lab sections assigned to [X] can fluctuate from year to year." The Dean also makes the point that overload stipends cannot be paid "retroactively"; "overload assignments must be agreed to by both the Member and his or her department chair before the start of the academic year." If a Member feels the workload is "unreasonable", then the Member

should "not have agreed to this workload and should have requested an overload stipend before the beginning of the academic year".

You will appreciate this is part of the ongoing effort to have workload in Instructor job descriptions include the number of courses not merely a percentage, as this is open to the kind of interpretation the Dean offered here. In addition, Members should not feel they are "helping out" or are "under time pressure" to agree to the next year's schedule if they believe the workload is above their norm for the past years.

On the positive side, the Dean did agree to offer an overload stipend to this Member for one lab section that was assigned in mid-September, after the workload for that term had been agreed.

Suspension of Master's program in FASS

Senate recommended that a Master's program in FASS be suspended due to unsustainability, with closure to follow. Every review of the Master's program, including Faculty of Graduate Studies and an external committee, came to the conclusion that the program's sustainability was most harmed by the lack of adequate staffing following Member retirements and departures.

The DFA argued at the informal stage that Clause 25.01 of the Collective Agreement creates an obligation on the part of the Board to provide adequate staffing for maintaining the integrity of academic programs. This grievance is now at the formal stage, with a meeting with President Florizone scheduled for mid-May.

DFA

Dalhousie University Employee Benefits Committee

David Mensink & Robert Beiko, DFA Representatives

The Employee Benefits Committee (EBC) is a joint committee composed of members from the Board, Senate, DPMG, NSGEU (Locals 77, 99), and the DFA. The committee meets regularly, approximately bimonthly, throughout the year. Committee members use their experience to provide ideas, guidance and feedback in order to effectively administer the plan. Major objectives of the committee are to:

1. Develop health strategies, e.g. wellness;
2. Ensure that the plan is attractive and competitive compared to relevant employers across Canada;
3. Promote employee knowledge of plan selections and cost management; and
4. Provide consistent benefit coverage across all employee groups, as feasible.

Specifically, the committee oversees the administration of various employee benefits including Group Life Benefits, Survivor Income Benefits, Long-Term Disability, Major Medical Insurance, Health Travel Coverage, Dental Plan, Accidental Death and Dismemberment, Optional Life Insurance, and Voluntary Personal Accidental Insurance.

This year, the committee was chaired by Jenny White, Dalhousie Human Resources, and the DFA representatives were Dr. David Mensink and Dr. Robert Beiko.

The following Group Insurance Renewal rate changes were recommended and approved by the committee for the 2017 year:

1. Basic Life Insurance: decrease current contract rate by 14.5 per cent;
2. Survivor Insurance Benefit: decrease rate by 15 per cent;
3. Long-Term Disability: increase rate by 15 per cent;
4. Extended Health Care: increase rate by 19.9 per cent;
5. Dental Care: increase rate by 5.4 per cent; and
6. Travel: increase travel rates by 15 per cent.

For more detailed information about these changes, go to the Human Resources section of the Dalhousie website, <http://www.dal.ca/dept/hr.html> or contact Dalhousie HR Benefits Office.

Currently, the main issues raised by our Members are the lack of coverage for massage therapy, inadequate coverage for parents with children with a disability, inadequate vision care, and the \$500 limit on the Health Spending Account, which many Members think is too low to cover required services.

The DFA Executive has expressed interest in the rate changes and has encouraged the EBC to review factors associated with rate increases and consider pooling of benefits and perhaps adding massage therapy as a practitioner category. The DFA Executive would also like the EBC to review the \$500 cap on Extended Health Care Benefits as all practitioners (physiotherapists, psychologists, podiatrists, osteopaths, and chiropractors) are lumped in together up to a total of \$500 on an annual basis.

Two other areas of review initiated by the DFA Executive are: 1. increasing the ceiling for Life Insurance Benefits and 2. the cost of two Dalhousie employees, with no children covered, married on family benefits is higher than twice the single rate. Of the former, it was decided to encourage those wanting more life insurance benefits to purchase the added optional life

insurance benefits. The latter issue is still being considered by the EBC at the writing of the current report. Finally, with the rising cost of pharmaceuticals a significant concern, the EBC is exploring recommendations on generics substitution and other changes to modes of delivery. **DFA**

Dalhousie University Pension Advisory Committee

*Faye Woodman & Johnathon Shapiro,
DFA Representatives*

The Pension Advisory Committee (PAC) is a parity committee with equal representation from the Dalhousie Board of Governors (BOG), DFA and NSGEU (Locals 99 and 77). PAC also comprises representatives from the Dalhousie Professional and Managerial Group (DPMG) which has voice but no vote (and a veto over amendments to the plan) and the Association of Dalhousie Retired Persons (ADRP) which has voice but no vote.

Faye Woodman, Law, and Jonathan Shapiro, Law, are your representatives. The Chair of PAC is Assistant Vice-President Jasmine Walsh. This spring Faye Woodman, who is retiring from the Schulich School of Law, will be replaced by another DFA member, who has kindly agreed to fill the position. The official announcement will be made this fall. Jonathan Shapiro will remain on the committee.

The Dalhousie Pension Plan

The latest figures regarding the plan will not be available until later this month. At that time, a report regarding the plan's financial situation

will be circulated to all DFA members. There has been no dramatic change in the plan's financial status since the fall. It is anticipated that the plan will have a significant solvency deficit.

Joint Pension Committee (JPC) and PAC Recommendations

The JPC was established as a result of an agreement by the DFA and the Dalhousie BOG after the 2011 round of collective bargaining. One goal stated by President Florizone was to put the Dalhousie pension plan on a "sustainable basis." Realistically, the BOG is seeking to reduce its costs and risks in relation to the pension plan. The last annual report to DFA members outlined some of the Board initiatives. The DFA has generally resisted substantial changes to the Plan structure.

The JPC, which is comprised of a subset of PAC members, met on several occasions in 2016-17. In the fall of 2016, PAC accepted the recommendations of the JPC to amend the definition of interest in the pension plan and the definition/calculation of the death benefit. A detailed description of the two amendments is available in the last annual report.

Generally, the amendment of the definition of interest makes taking pension monies out of the plan (before retirement), instead of taking a pension, less attractive. The amendment

changes the definition of interest from the return the pension plan earns (which by law can never go below zero even though the plan has a negative rate of return), to the rate of return from certain GICs. Transitional provisions ensure that interest accrued by members on their contributions at previous higher rates is not affected.

The death benefit amendment ensures that the Dalhousie pension plan is in compliance with new legislation that requires 100 per cent of a death benefit to be paid to a spouse. The amendment eliminates the present requirement that group life insurance received by a deceased member's spouse be subtracted in calculating the death benefit payable under the pension plan. The amendment will sever any tie between group life insurance and the calculation of death benefits.

Changes to the Pension Benefits Act of Nova Scotia

Last fall, PAC approved amendments to the plan in response to pension legislation in effect as of June 1, 2015. There are a number of provisions including changes to minimum benefit levels such as immediate vesting and a 100 per cent of commuted value death benefit and many technical changes which will affect the operations of the pension plan regarding valuation measurement, and unfunded liability and solvency deficit funding.

Abolition of the RTF

Dalhousie's pension plan is composed of two trust funds: the Pension Trust Fund (PTF), and the Retirees' Trust Fund (RTF). Generally, pension contributions of active employees are held in the PTF until retirement when an amount equal to the commuted value of the defined pension is transferred to the RTF. This is

unusual compared to almost any other pension plan. The amount transferred to the RTF depends to a considerable extent on the post-retirement interest assumption of 4.55 per cent (PRIA). Because actual investment returns have generally, over time, exceeded PRIA, the net effect has been to create different funding levels in the two trust funds, with the PTF usually underfunded and the RTF usually in surplus. Discretionary indexing for retirees depends on the amount of surplus in the RTF.

This fall, Larry Stordy, as chair of the PTF, wrote to the Chair of PAC to ask the committee to consider the abolition of the Retirees' Trust Fund, keeping all members' funds in the PTF even after retirement. PAC heard presentations from the plan actuaries on this possibility. The effect of this proposal would be to reduce the likelihood of indexing for retirees under the combined PTF for a lengthy period of time. The DFA representatives oppose this idea.

The Future

The contributions of DFA members to their pension plan are substantial. This year a DFA member will contribute about 8.1 per cent of pensionable salary, up to a maximum pensionable salary of \$145,722. The plan is a good plan, but not a "gold-plated" one, as we are sometimes told.

In the not too distant past, some Members on retirement were forced into genteel poverty. This is no longer the case for most of us, and our pension plan is the main reason. Some recent and past federal and provincial government proposals to permit the conversion of defined benefit plans to "target" plans (not in Nova Scotia) remind us, however, that we should be vigilant, as previous Members have been, to protect our plan against legislative and other challenges.

DFA

Dalhousie University Pension Trust Fund/ Retirees' Trust Fund

Ronald Pink, DFA Representative

This is my sixth report to the Membership of the DFA on the status and operation of the investments of the Dalhousie pension plan. I have the honour to serve as a trustee on the Dalhousie Pension Trust Fund and the Dalhousie Retirees' Trust Fund as a representative appointed by the DFA.

The two trust funds meet approximately 4-6 times per year for a minimum of two hours at each meeting. The meetings have established agendas and operate most efficiently by the Chair, Aubrey Palmeter. The Board of Trustees of the funds have a diverse membership, who, in my view, take their responsibilities most seriously and always act in the best interest of the beneficiaries. The trustees are always attempting to advance the interests of all of the beneficiaries in a manner which meets the investment goals and objectives of the trust.

The resulted investments of your plan have been exceptional. As trustees, we frequently compare our success with our investments through the success of other university plans. I can advise without hesitation that your plan is clearly in the top ranks of performance of all university plans in North America.

In the past, I have advised you concerning the *Divest Dal* impact on the plan. Essentially, *Divest Dal* is not taking any issue with respect to the Pension Fund or the Retirees' Fund and is only concerned with the Endowment Fund. However,

a few years ago, the trustees of both funds incorporated environment, social and governance (ESG) Responsible Investments.

With this measure, ESG factors are assessed in addition to traditional financial metrics when considering the attractiveness and risks of investment opportunities, and the funds' investment managers are expected to engage and vote proxies in the best interests of the funds.

The trustees still must be satisfied that the rates of return will be adequate for the beneficiaries. It is not acceptable to the trustees to invest in socially responsible investments where the return will be less than adequate. The advice that we have received in this area is encouraging and over the next number of years, I feel comfortable that the inclusion of ESG considerations will result in a portfolio of investments of socially responsible corporations.

The performance of the two trust funds has been remarkable. Most, if not all, of the reasons for success in the funds belong to the professional staff of the fund, Cohn Spinney and Nancy Beth Foran, who oversee the day-to-day operations, meet with investment managers, meet with investment firms, and ensure their performance. The guidance that the fund receives from Robert Mitchell of AMS Partners continues to be most valuable.

The current going concern funded status of the two funds as determined by a June 30, 2016 actuarial extrapolation is as follows:

1. Pension Trust Fund: 88.8 per cent
2. Retirees' Trust Fund: 102.9 per cent

As of December 31, 2016, the performance of each fund for the past four years as of has been as follows:

Pension Trust Fund				
	1 year	2 years	3 years	4 years
Annualized Return	7.66%	8.01%	9.11%	10.89%
Benchmark	6.63%	7.01%	8.11%	9.60%
Quartile	3rd	1st	1st	1st
Retirees' Trust Fund				
	1 year	2 years	3 years	4 years
Annualized Return	7.47%	6.47%	7.53%	9.19%
Benchmark	6.74%	6.45%	7.62%	8.52%
Quartile	3rd	2nd	3rd	3rd

It is to be noted that the Retirees' Trust Fund had been invested in a somewhat more conservative fashion recognizing the liquidity needs of that fund, but is now gradually transitioning to a portfolio structure comparable to the Pension Trust Fund.

Overall, I continue to be most satisfied with respect to the performance of both funds. I believe that the investment strategy of the Board of Trustees is operating to the advantage of the beneficiaries and the continued success of the investment strategy will ensure continued success of the funding of the plans. **DFA**

Association-Board Committee

Tim Juckes, (DFA Co-Chair), Laurene Rehman (DFA Nominee), Barbara MacLennan (DFA Nominee), Lynn Purves (DFA Observer)

The Association-Board Committee (ABC) considers matters of interpretation or application of the Collective Agreement. It has three nominees each from the Board and DFA: in 2016-17, Laura Neals, Acting Director of Academic Staff Relations, took over from Jasmine Walsh, Assistant Vice-President, Human Resources, as the Board Co-Chair; and David Gray, Dean, Faculty of Agriculture, and Sandy

Logan, Academic HR Administrator, continued as Board Nominees. Marlo Shinyei, Academic HR Consultant, joined the Board team as an observer. The three DFA nominees are listed under the title of this report.

ABC operates by concurrent majority. Agendas largely concern the administration of certain clauses of the Collective Agreement, including matters that would otherwise not be in compliance with the Collective Agreement and matters that require the approval of ABC as defined in the Collective Agreement. ABC also deals with issues of broad concern to our membership.

ABC meets monthly to deal with particular and

recurring items such as waivers of advertising, extensions of limited-term appointments, spousal appointments, automatic renewals, special salary increases, salaries above the maximum, administrative stipends and job descriptions, extensions to time-lines (e.g. anomalies fund, tenure limits), and parking fees.

In addition, this year we discussed: Dalhousie Diversity Faculty Awards; Clause 4.02 (equity); the rollout of the new Scheduling/Timetable; university-wide and campus-specific Occupational Health and Safety Committees; the Letter of Understanding (Appendix IV) related to Clause 14.18; the PDA process; electronic meetings (e.g. promotion and tenure committees, voting); salary continuance, reduced workload, and benefits; moving expenses for those on appointments shorter than three years; bargaining unit status; deferral of parental leave; part-time counsellors; and benefits for those with ongoing 10-month appointments. We also initiated an ongoing discussion related to Members' copyright to course materials.

Budgeting pressures seem to be reducing the length of commitment Deans can make to departments and the individuals hired. We continued to argue for job security and longer-term appointments for those on limited-term appointments. This helps both individual Members and their units.

ABC nominees also receive a copy of a monthly Academic Appointment Activity Report (AAAR) which lists all academic staff changes (appointments, promotions, tenure, sabbaticals, etc.) and provides supporting documentation. We query missing documentation and, on occasion, note that the Collective Agreement will be violated if a proposed action is taken. Such items are brought to ABC to be resolved.

In our report for 2016, we noted that, in some instances, items come late to ABC and this can lead to outcomes that unnecessarily frustrate various parties. Further examples occurred during the current year. **DFA**

Dalhousie University Environmental Health & Safety Committee

Mark Obrovac & Alex Speed, DFA Representatives

The Environmental Health and Safety Committee meets monthly to discuss all aspects of health and safety on campus. Committee membership includes university appointees and representatives from employee and student groups. There are two positions for DFA appointees, one Professorial and one Instructor Member. Information about the committee can be found on the Office of Environmental Health

and Safety website: <http://www.dal.ca/dept/safety/about-us/safety-committees/joint-occupational-health-and-safety-committee.html>

The committee's purpose is stated as:

"The Joint Occupational Health and Safety Committee is established by the President to establish an Environmental Health and Safety Program as set out in the Nova Scotia Occupational Health and Safety Act. The Committee assists the University in attempting to achieve the highest possible standards of environmental health and safety. In cooperation with staff, faculty, students, and the University Administration, the Committee assists the University in creating and maintaining a safe and healthy environment."

Summary of Events for 2016-2017

Membership Update:

- Mark Obrovac, Chair & DFA Representative
(Jan. 2017 - present)
- Audra Hayden, Co-chair
- Emanuel Jannasch, DFA Representative
(Nov. 2016 - present)
- Alex Speed, DFA Representative
(May 2016 - Dec. 2016)

The second annual Environmental Health & Safety Expo was held on November 16 in the Studley gymnasium. It was very well attended by Dalhousie staff, faculty and students, with over 30 displays and demonstrations. Plans are being made for next year's event, which is to include contributions from the Truro campus.

The EHS office is in the process of launching a web-enabled system that has modules for the key elements of the EHS program such as accident/incident management, MSDS management, radiation safety and biosafety program management plus others. The radiation safety module has been completely launched, to be followed by the biosafety module.

The EHS office is leading an initiative to offer online EHS training. WHMIS is the first course to be developed. This would allow employees and students to complete the program entirely online.

The Facilities Management Rescue Team won this year's Environmental Health & Safety award in recognition of their significant contributions to creating a safe workplace at Dalhousie University. **DFA**

Dalhousie University Transportation & Security Committee

Gwen McNairn, DFA Representative

This committee meets monthly from September to June. I have been the DFA Representative on this committee for five years, and am the current Chair. Membership is composed of voting reps from all unions and prominent bodies on all campuses, including the DFA, NSGEU, DPMG, DSU, and Senate. Non-voting members include the Director of Security Services, the Traffic Officer, the Facilities Communications Officer and the Office of Sustainability. Reporting to Senior Administration is done through Jeff Lamb, Assistant Vice-President, Facilities Management.

Transportation Highlights

This has been a more challenging year for parking than for busing, cycling, and walking. A new parking lot had been purchased in 2015 to support the IDEA Project, which temporarily added 200 new spots to the Sexton Campus. This used to be the best deal in town, with hundreds of spots for general permit parking.

Once construction of the two new engineering buildings began in the fall, 100 parking spots were removed around the new building footprints and any excess spots in the Rosina Lot were fully occupied by 8 a.m. Frustration for anyone trying to park on the Sexton Campus went from bad to worse. Most complaints were directed at the 45 spots in the newly-created Pay & Display area within the Rosina Lot behind

the Public Library. Our DFA President wrote a letter to the committee requesting that these spots be made available for anyone with a general permit. To help alleviate the parking tensions on the Sexton Campus, this request was granted by the end of December.

Frequently Asked Questions

All committee members answer similar questions related to parking during the beginning of every term. To facilitate getting the same answers to all members, as well staff and students, there will be a new FAQ section on the Facilities webpage. Common questions include: How much is a permit? Why doesn't a general permit guarantee me a parking spot? and How do I put my name on a waiting list for a reserved lot?

Parking Rates

The rates for 2016-17 are not approved until they are presented and discussed at the May and June committee meetings and approved by the ABC. Although the Collective Agreement puts a cap on these increases, there is a rolling three-year correction factor that allows for special increases if the actual cost of snow removal exceeds the budgeted amount. This happens any time we have to truck snow away at night to reclaim the spaces for parking during the day. The new rates will be posted this summer at <http://www.dal.ca/dept/facilities/parking-at-dal/rates.html>.

The online parking pass system can be used to issue and renew your parking permits online at <https://parkingpermit.dal.ca/parkingpass>. Current permits expire on August 31, 2017, so returning

faculty members should purchase their permits before that date. New permits or renewals cannot be purchased until all outstanding fines are paid. Any reserved permits that are not renewed go to the person at the top of the waiting list for that lot.

Security Highlights

The downloadable DalSafe App has been improved with new features that enable a real-time walk-me-home option. This can be used to ensure that students get home safely.

There was also a stress-reducing pilot conducted with a "borrowed" Dal puppy, visiting students in high-traffic buildings, before the fall exam period started.

And lastly, we had a higher-than-usual number of storm closures this year. Our main concern continues to be the safety of all Dalhousie community members. If the university is closed in the morning and the fire exit doors have not yet been cleared, we remain closed for the rest of the day. Whether we are open or closed, the security staff are available 24/7 through the DalSafe App or their emergency line, at 494-4109.

Changes for 2017-18

At the end of June 2017, Jeff will be retiring and Gwen will finish her term and will not be reoffering. The DFA will need a new representative who wants to influence the future of security issues and transportation challenges on our growing campuses. If you are interested, contact dfa@dal.ca. **DFA**

Dalhousie University Council on Employment Equity through Affirmative Action

Heather A. Andreas, DFA representative & Arig al Shaibah, Acting Executive Director, Human Rights and Equity Services

Heather Andreas acted as a one-year replacement for Jacqueline Gahagan as DFA representative on the Council on Employment Equity through Affirmative Action (CEEAA). The council was very active this year. The chief mission was reviewing and updating Dalhousie's Employment Equity and Affirmative Action Policy that provides guidelines for hiring, training and promotion. While this policy is one of the most rigorous employment equity policies in the U15

research-intensive universities in Canada, it has not been updated since 1989 and thus, the council undertook the review to update the mandate and to reflect more modern understandings, vocabulary and best practices. The new policy now includes sexual orientation and gender identity. The policy is currently working through the official channels for approval.

The council also received regular confidential updates on the *Be Counted* census. Of note for DFA members is the substantial increase in response rate - our current response rate stands at 89.7 per cent. The council was informed that the results for the census will be released to the Dalhousie community shortly.

A working group was proposed between the CEEAA and the DFA to help identify potential issues, avoid duplication of efforts and to ensure complementarity of goals and language, particularly during collective bargaining. This working group is being developed. **DFA**

DFA Equity Committee

Catrina Brown, Committee Chair

This year, the focus of the equity committee has been how to address issues of equity and diversity during collective bargaining. We participated and/or organized consultations with members concerned about equity issues related to precarious employment or limited-term appointments and equity issues in general. We also met with the Black Faculty Caucus, with Queer identified members, and with members concerned about (dis)Ability issues. The Aboriginal Caucus presented some of their concerns at an executive meeting.

We also designed and distributed a survey related to equity issues and employment and participated in the development of the first, more general, survey to determine important issues relevant to faculty on issues of equity and diversity.

We made recommendations on equity and diversity issues to the DFA bargaining team for this round of bargaining based on these consultations and the two survey results. At the equity consultations, participating members decided to organize a Queer Caucus and a (dis)Ability Caucus for faculty. The Queer Caucus is underway and the (dis)Ability Caucus is in the process of being organized by faculty. The equity committee will keep channels of communication open with these groups and encourage cross-over membership.

Given the current Dalhousie Strategic Direction 5.2 on diversity and equity, the committee took the view that this round should address equity issues in a focused way, in particular, as they relate to the Dalhousie Diversity Faculty Awards, hiring practices and representation, workload, and tenure and promotion. We stress the

importance of keeping census data nationally and within Dalhousie and, in doing so, when comparing employment patterns among equity groups and non-equity groups, intersectionality and faculty rank need to be addressed. Future direction is also to compare rates of pay and ensure pay equity among Dalhousie faculty. **DFA**

DFA Communications Co-ordination Committee

No report submitted.

Southern African Student Education Project

Matthew Schnurr, DFA Representative

From its inception, the purpose of the then South - now Southern - African Student Education Project (SASEP) has been to contribute to the development of South Africa by offering black South Africans – a historically disadvantaged group – a full scholarship to pursue graduate studies at the Master's or PhD level at Dalhousie. This is now extended to students in the Southern African region.

SASEP has been operating at Dalhousie since 1987. Initially, the South African Education Trust Fund (SAETF) in Ottawa matched all funds which SASEP raised. Once SAETF ceased operating in 1993, Dalhousie assumed full responsibility for the project and SASEP has been completely funded by the Dalhousie community ever since.

Contributions are made annually by the DSU, the DFA, and individual faculty and staff members. The DSU contribution is a result of a 1990

agreement which annually supports a \$1.00 contribution to SASEP from each full-time student at Dalhousie.

SASEP is also supported by the university administration. Dalhousie has agreed to waive international student differential fees for SASEP students, and the SASEP Advisory Committee, made up of DFA faculty members who all share an interest in Southern Africa, provides administrative and academic support to the project.

SASEP covers the cost of student placements, including tuition, round-trip airfare, a monthly stipend for living expenses, medical coverage and a modest allowance for books and warm clothing. The number of placements available depends entirely on fundraising efforts and the length of academic study of scholarship recipients.

As of April 2016, 14 students have been awarded graduate degrees under SASEP. The two most recent students admitted on SASEP scholarships for the 2014-15 academic year are Shingirai Taodzera (Zimbabwe) who graduated with a Master's in Political Science in fall 2015; and Kgomotso Montsi (Botswana) who is pursuing a PhD in Economics.

Current Activities

Administration: SASEP funds are administered by the Faculty of Graduate Studies; recruitment, selection and academic matters are handled by the SASEP Advisory Committee. Dr. Matthew Schnurr of International Development Studies became Chair on July 1, 2016.

Recruitment: SASEP is open to candidates from historically disadvantaged groups who are citizens of the Commonwealth countries of Southern Africa (South Africa, Botswana, Lesotho, Malawi, Mozambique, Namibia, Swaziland, Zambia, Zimbabwe). We received 43 Master's applications and 18 PhD applications for the 2014-15 academic year. The two applicants who began their studies in fall 2014 are stellar

students – multiple award winners with exemplary academic records. We plan to recruit in fall 2017 for one placement at the Master's level.

We are grateful for the support Dalhousie faculty and students have provided to this program over the years. It is a tangible manifestation of internationalisation that underscores the strengths and outlook of the Dalhousie community. We hope that this community will continue to support SASEP as it adapts to the changing needs of Southern Africa, and contributes (in however limited a way) to the development of intellectual leaders in a region with exceptional potential but extraordinary challenges. **DFA**

Dalhousie University - World University Service of Canada - Student Refugee Sponsorship Program

*Anne LeLacheur, Truro WUSC Faculty Advisor &
Emma Cruddas, Halifax WUSC Student Committee
Chair*

The Dalhousie University-WUSC Student Refugee Sponsorship Program (SRSP) sponsors refugee students to study at Dalhousie. The WUSC motto is "Education Changes the World".

DFA has committed to providing residence and summer accommodations for three students per year. Other partners include the Administration, DSU, Dalhousie Student Services, Bookstore, Alumni Association, Chartwell's and Aramark.

The SRSP operates on the Truro and Halifax campuses. Since joining the program in 1981, the Halifax committee has sponsored 64 students. Truro is in their 31st year of sponsorship and welcomed their 26th student. Together, we typically sponsor three students for an initial 12-month period. A special effort was made for the 2016-17 year that saw five students being sponsored: one in Truro and four in Halifax.

These students come from refugee camps where Canadian aid workers and their affiliates identified them as having the ability and academic preparation to succeed in Canadian universities. In the past couple of years, WUSC-Ottawa began sponsoring refugee students from Syria and Iraq. The selection process is highly competitive and takes 18 to 24 months to complete. Upon arrival in Canada, the students begin the difficult process of adjusting to a new country and culture, and new academic demands, with the assistance of committee members.

Last year, Dalhousie ran a fundraising campaign to support the WUSC program.

Just over \$30,000 was raised, in no small part due to the generous \$5,000 donation made by the DFA. All funds were matched by the university administration. In total, the campaign raised nearly \$61,000. Additionally, the student levy at the Halifax campus was increased from \$1.50 to \$2.00 per student (Truro students pay \$4.00). This, combined with the campaign funds, enabled WUSC Halifax to increase its sponsorship to four students for the 2016-17 academic year and Truro was in a position to better support its current students. Also, the DFA had approved support for summer accommodations for these extra two students.

This year our campuses were pleased to welcome the following: Abdirahman (Somalia) enrolled in an undergraduate degree in Engineering at Truro; Adbuallahi (Somalia) enrolled in an undergraduate degree in Engineering at Halifax; Ammar (Syria) pursuing a Master's in Applied Computer Science; Fraterne (Rwanda) enrolled in an undergraduate degree in Nursing; and Mihyar (Syria) about to begin his Master's in Applied Computer Science at Halifax. Mihyar will co-chair this year's Student WUSC Committee.

The committees have been busy this year. In addition to recruiting new members, the committees raised awareness about WUSC and refugee issues through events such as *Shine a Light*. Both committees are in the process of reviewing and ranking applications now for the 2017-18 year.

The program continues to do well, thanks to the generous and varied contributions of the university community and the DFA membership. Thank you to everyone for supporting this worthy program!

If DFA members would like to become personally involved, they can assist with the students' orientation to Canada by hosting them, showing them around Truro and Halifax, helping them in their studies and encouraging their students to become involved.

We thank Theresa Ulicki for serving for five years as Faculty Advisor for the Halifax campus program, and we welcome Isaac Saney to that role.

For more information, contact the committee at wusc@dal.ca (Halifax) or anne.lelacheur@dal.ca (Truro) or visit wusc.ca **DFA**

2017-2018 Executive Committee

Nominating Committee: Darren Abramson (Chair), Laurene Rehman, Joanne Mills

Congratulations to the following Members of the 2017-18 DFA Executive Committee. They will take office at the end of this Annual General Meeting.

President	Darren Abramson (Philosophy)
Past-President	Laurene Rehman (Health & Human Performance)
President-Elect	David A. Westwood (Health & Human Performance)
Second Vice-President	Cindy Penney (Physiology & Biophysics)
Secretary	Melissa Helwig (W.K. Kellogg Health Sciences Library)
Treasurer	David Mensink (Counselling & Psychology Services)
Members-at-Large	<i>Term ending April 2018</i>
	Catrina Brown (Social Work)
	Carrie Dawson (English)
	Lori Dithurbide (Health & Human Performance)
	Thomas Duck (Physics & Atmospheric Science)
	Elizabeth Kay-Raining Bird (Human Communication Disorders)
Members-at-Large	<i>Term ending April 2019</i>
	Amy Birchall (Animal Science & Aquaculture)
	Jason Brown (Mathematics & Statistics)
	Nancy MacDonald (Social Work)
	Kalyani Prithiviraj (Plant, Food and Environmental Science)
	Deborah Tamlyn (Nursing)

The Non-Bargaining unit position remains vacant.

Thank you to all our 2016-17 Executive Committee Members for their dedication to our members and our Association. Your time, talent and commitment is appreciated. **DFA**

CAUT Dedicated Service Award Recipient

~ David Mensink ~



Congratulations to David Mensink, recipient of the CAUT Dedicated Service Award. Providing tremendous service and leadership to DFA, David has served three terms as President (2008-2009, 2012-2013, 2015-2016). In this role, he provided a strong vision for our association and worked to ensure all voices were heard. This similar collaborative approach was evident in the terms he served on the University Employee Benefits Committee and the DFA Grievance Committee. It was also the approach he brought to collective bargaining serving on both our DFA staff negotiation team, as well as the DFA negotiating team. David brings a calm and thoughtful leadership style to each of his roles in our Faculty Association.

Congratulations and thank you, David, for your continued service to our members.

Your colleagues at DFA