

DFA DIALOGUE

2017-2018 Annual Report for the Dalhousie Faculty Association

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AGM

Annual General Meeting

Thursday

May 3, 2018
2:00 - 4:00 pm

CHEB Rm 170

Remote locations: Room 254 Haley (Truro) & Room 105 DMNB (Saint John)

Please bring your copy of this report, along with the agenda, minutes and budget documents sent via email on April 19, 2018.

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 1978
2018**

Dalhousie Faculty Association

celebrating 40 years of solidarity

~~ 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.

DFA's 40th Anniversary Committee is up and running, planning events and initiatives to celebrate our milestone. Stay tuned!

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

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President's Report

Darren Abramson, President, 2017-2018

My term as DFA President is coming to a close and it is my pleasure to submit this report as an overview of Association activities during the 2017-2018 year.

Collective Bargaining

We negotiated a new Collective Agreement between the Dalhousie Faculty Association and the Dalhousie Board of Governors. On behalf of the DFA, I extend my sincere appreciation to our bargaining team for their focus and commitment over the past year: Chief Negotiator Ray Larkin, Tim Jukes, Debbie Mellish, Shelley McKibbin, Julia Wright, DFA Professional Officer Barbara MacLennan and DFA Administrative Officer Lynn Purves.

While this was a challenging round of negotiations for monetary and workload issues, the DFA team was able to protect the pension plan for all our Members and realize significant gains in academic renewal and equity measures.

A few of the more notable gains include: a renewal incentive program for retiring tenured faculty; a commitment to replace retiring and resigning tenured faculty with tenure-stream faculty; pay equity for female full professors; an expanded definition of designated groups; tenure and promotion considerations for Members in diverse groups; and an expanded definition of scholarship. Even with these advances, there is still much to be done for Dalhousie to address issues of equity, diversity and inclusion.

In just two short years, we will be back at the negotiations table. As we turn our attention to the next round of collective bargaining, we will

rely on our Members to provide feedback and solidarity so that our team can go to the table prepared to fight for an agreement that meets the needs of our Members.

Dalhousie Budgeting

DFA continued its examination of the Dalhousie budgeting process and the choices made by the Board and Administration. Our *Review of Dalhousie University Finances* was updated and verified for accuracy by a forensic accounting firm and is available on our website. Throughout the year, we shared this report and our perspective with media outlets, the Dalhousie Student Union, the Association of Nova Scotia University Teachers and the Dalhousie Senate officers. DFA's Budget Strategy Working Group will continue to provide analysis and explore actions that move Dalhousie's budgeting priorities back in line with its academic mission.

Communications

In addition to the great work done by the Communications Co-ordination Committee (see committee report on page 16), DFA has been busy with several communications initiatives. Our new website was launched in Spring 2017 and our e-newsletter *News You Can Use* was revamped in April 2017. In October, we celebrated Fair Employment Week with a panel discussion featuring Janet Morrill, University of Manitoba Faculty Association, Steve Cloutier from CUPE, and DFA Member Sherry Huybers to talk about the issues facing contract academic staff. We increased our social media activity via twitter and FaceBook and started to build some relationships with several local reporters. In preparation for the next round of negotiations, we will continue to build relationships with key stakeholders outside the DFA.

Other Issues

Interested members of the DFA including Tim Jukes (ABC co-chair), Jon Penney (Assistant Professor in Law), Barbara MacLennan and myself met with members of Human Resources and the Dalhousie Legal Counsel office to discuss copyright issues facing our Members.

We had a productive discussion that explored possible sanctions for students who violate copyright of Members' teaching materials, and mechanisms for resolving disputes between Members over co-created academic materials.

I lobbied Senators on a proposed Senate Syllabus Policy that would have infringed Collective Agreement protections on Copyright over teaching materials.

In cooperation with CAUT I worked on ensuring that academic freedom extends as widely as possible on the Dalhousie campus, an effort that is ongoing.

Special Thanks

On behalf of the DFA, I extend a special thanks and goodbye to David Mensink who is retiring this month after 30 years as a Professional Counsellor at Dalhousie. David has been an active and valued volunteer with the DFA for most of his career at Dalhousie. We will greatly miss his leadership and participation in the DFA.

We wish him all the best in his retirement as he pursues private practice on Canada's west coast.

As the Executive Committee prepares to hand the leadership of our Association over to a new Executive, I would like to thank our outgoing Executive and volunteers for their time, effort and leadership throughout the year. A collective bargaining year brings with it added responsibilities and issues, and all those involved with DFA did an outstanding job moving things forward on behalf of our membership.

Finally, a thank you to the DFA office staff for supporting our efforts throughout the year: Barbara MacLennan, Professional Officer; Lynn Purves, Administrative Officer; and Catherine Wall, Communications Officer. A special thank you goes to Linda Robertson, Administrative Assistant, who retired in April after more than eight years with the DFA. We welcome Kristin Hoyt to the position. She joined the team in January and is doing an excellent job serving our Members.

It has been a pleasure serving as your President and I look forward to passing the Presidency onto Dave Westwood. David has been heavily involved with our Association activities this past year as President-Elect and is well-prepared to take over as your President for 2018-2019. **DFA**

Grievance Committee

Dave Westwood (Chair), Catrina Brown, Cedric Dawkins (until Jan 2018), Tim Juckes, Debbie Mellish, David Mensink, Lynne Robinson (effective April 2018), Darren Abramson (ex-officio), Barbara MacLennan

Non-Payment of Bargaining Unit Dues

Last year: A faculty member was in an untenable and unique reporting structure that prohibited DFA membership. The member and the DFA took the position that the work is academic work fitting with the DFA community of interest. Nevertheless, the request was denied by the administration and the member was offered three alternative reporting options, each of which would prohibit DFA membership. The grievance was escalated through President Florizone and was pending arbitration.

Update: Arbitration of this matter occurred in December 2017. The Arbitrator found for the DFA and ordered that the faculty member be made a bargaining unit Member, effective November 2016.

Truro Campus Daycare

Last year: 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 grievance was approved by the Executive Committee to submit it to arbitration. At the first grievance meeting held in August 2016 a decision was made for the DFA, the Board and the NSGEU (covering the staff at the daycare) to work together to determine a viable solution. We were waiting for a decision from the province on a new funding structure for daycares. As a result, the arbitration was delayed without date.

Update: We are still awaiting an update from the Board of Governors regarding provincial government funding for daycare.

Suspension of Master's Program in FASS

Last year: 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 moved to the formal stage, and a meeting with President Florizone was held in mid-May 2017.

Update: Arbitration of this matter occurred in December 2017 and January 2018. The Arbitrator denied the grievance. She found that there had been no breach of Article 25. In particular, she noted that there was no evidence that the proposed closure of the Master's program would result in any lay-offs of bargaining unit members.

Bargaining Unit Dues – Counselling Centre

The DFA commenced a grievance regarding the duties performed by a staff person in a social work position in the Counselling Centre. The DFA indicated that the work performed fell within the description of duties performed by Professional Counsellor Members in the bargaining unit. The matter was resolved at the formal stage when President Florizone modified the work description performed by the social worker so that it was not within the scope of duties and responsibilities of Professional Counsellor Members.

Reappointment of Member to named Chair

The DFA commenced a grievance regarding the reappointment of a Member to a named Chair. The DFA grievance officer and grievor met with President Florizone to discuss the reappointment process. On September 14, 2017 the President wrote to deny the grievance. The Grievance Committee analyzed the President's response together with submissions from the grievor and the Collective Agreement and recommended that the matter not proceed further. This matter is concluded.

Career Stream Appointment - Counselling Centre

A number of career-stream Professional Counsellors retired or resigned their positions in the Counselling Centre. Initially, the Board indicated they would be replaced with career-stream appointments. Subsequently, the Board decided to replace them with limited-term appointments. The Collective Agreement provides for only certain types of limited-term Professional Counsellor appointments. The DFA commenced a grievance; it was favourably resolved when the Board agreed to replace with regular career-stream appointments.

Dean Search in Faculty of Health

The Board of Governors initiated a search for a Dean in the Faculty of Health deciding that the process would be 'closed' and that the short-listed applicants would not be asked to present public talks to the members of the Faculty. The DFA commenced a grievance alleging a breach of Clause 9.01 of the Collective Agreement concerning the right of academic staff to participate in collegial self-governance, including the selection of academic administrators. The DFA met with the Vice-President, Academic at the informal stage who subsequently denied the

grievance claiming that the decision was in accordance with Senate policy and that recruiting firms recommend closed search procedures in order to attract the best candidates. This matter is ongoing.

Promotion to UTF

A Senior Instructor Member objected to the President's decision not to promote him to the rank of University Teaching Fellow. The Grievance Committee reviewed the President's decision and concluded that it did not meet the requirements of Clause 12.18 of the Collective Agreement. The grievor and Grievance Officer met with the President at the informal stage. We are awaiting the President's decision.

Denial of Sabbatical Plan Elements

A portion of a Member's proposal to complete a course of study at Dalhousie during an approved sabbatical leave was denied due to discipline conditions that would be in effect at that time. An informal grievance was initiated but postponed until May at the request of the Dean due to reasons of travel. This matter is ongoing.

UHC Recommendations

During closing arguments for a University Hearing Committee (UHC) deliberation, counsel for the Board requested sanctions that went beyond those initially requested by the Dean. The Grievance Committee reviewed the report of the UHC and determined that the introduction of increased sanctions during closing arguments was inconsistent with the principles of natural justice (Article 28.13). An informal grievance was initiated at the President level, resulting in a meeting at which the President outlined reasons why he believed that the principles of natural justice were upheld by the UHC proceedings. The Grievance Committee was satisfied with these reasons and

recommended that the matter not proceed further. This matter is concluded.

Denial of Tenure

Following a decision to deny tenure, the DFA commenced an informal grievance. The Grievance and Executive Committees thoroughly reviewed the matter, considered the presentation by the grievor and the legal opinion provided by DFA legal counsel Ray Larkin and determined there was no reasonable prospect of success in the grievance. This matter is concluded. **DFA**

Dalhousie University Employee Benefits Advisory Committee

Lori Dithurbide & David Mensink, DFA Representatives

The Employee Benefits Advisory Committee (EBAC) is a joint committee comprised of members from the Board, Senate, DPMG, NSGEU (Locals 77, 99), and the DFA. The committee meets approximately bi-monthly throughout the year. Committee members use their experience to provide ideas, guidance, and feedback to effectively administer the plan. Major objectives of the committee are to:

- Develop health strategies (e.g., wellness);
- Ensure the plan is attractive and competitive compared to relevant Canadian employers;
- Promote employee knowledge of plan selections and cost management; and
- Provide consistent benefit coverage across all employee groups, as feasible.

The committee oversees the administration of employee benefits including Group Life Benefits, Survivor Income Benefits (SIB), 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 HR. The DFA representatives were Drs. Lori Dithurbide and David Mensink.

The committee approved the following group insurance renewal rate changes for 2018:

- Basic Life Insurance: Decrease of 10.1%
- Survivor Income Benefit: Decrease of 3.9%*
- Long-Term Disability: Decrease of 5.0%
- Extended Health Care: No change
- Dental Care: No change
- Travel: Decrease 11.5%
- Basic Accident: No change
- Optional Life, Optional Dependent Life, and Voluntary Accident: No change

* Further to the 3.9% rate decrease for the SIB, the 2-year wait period for the member-initiated SIB will no longer be in practice. Survivors will be able to receive the SIB following the employee's passing.

For more information, visit <http://www.dal.ca/dept/hr.html> or contact Dal HR Benefits office.

It should also be noted that in the most recent Collective Agreement, the Health Spending Account has increased to \$750/year.

DFA's Executive continues to express concern over the lack of coverage for massage therapy, inadequate coverage for parents of children with a disability, inadequate vision care, and the \$500 cap on Extended Health Care Benefits (physiotherapists, psychologists, podiatrists, osteopaths, and chiropractors). The DFA Executive would also like the EBAC to review the potential for optional additional Extended Health Care Benefits at the expense of the employee without increasing the overall cost for the total employee groups.

Lastly, with the rising cost of pharmaceuticals a significant concern, the EBAC is continuing to explore generic substitutions and other changes

Dalhousie University Pension Advisory Committee

Jonathan Shapiro & Jodi Lazare, DFA Representatives

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

Jonathan Shapiro and Jodi Lazare, Faculty of Law, are DFA's representatives. PAC is chaired by Assistant Vice-President Jasmine Walsh, and Jonathan Shapiro is Vice-Chair.

The Dalhousie Pension Plan

The latest quarterly figures for Dalhousie's pension plan will be available May 2018, and we anticipate no dramatic changes in the plan's financial status from where it was in February 2018. The plan is in a good financial position, with close to full funding on a going-concern basis. It is anticipated that the plan will have a significant solvency deficit, though that deficit is shrinking in comparison to last year.

Annual Pension Valuation

The plan underwent an actuarial evaluation on March 31, 2017 for the first time in three years, as required by Nova Scotia's pension legislation. Because of the solvency deficit revealed in that valuation, the legislation requires the plan to undergo an annual evaluation (as opposed to every three years) so long as the deficit remains at the current level. Therefore, a valuation was completed on March 31, 2018. We do not yet have the results of that valuation, but once we do it will

be made available to DFA members. We anticipate that the plan will have to undergo an evaluation by March 31 of next year.

Continued PTF Trustee Interest in the 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% (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.

In last year's update, we described a request from the Chair of the PTF to consider the abolition of the RTF, keeping all members' funds in the PTF after retirement. 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 opposed this idea.

This February, the PAC met with the Trustees of the PTF and the RTF where continued interest in this idea was presented by the Trustees of the PTF. The DFA representatives continue to oppose this idea so long as the likelihood of indexing for future retirees will be negatively impacted.

Collective Bargaining and the PRIA

In the latest Collective Agreement negotiated

between the Board and the DFA, the Board had proposed to lower the PRIA, the net effect would have been to decrease the availability of indexing in future for retirees. This proposal was rejected by the DFA and your DFA PAC representatives are very pleased that this change is not part of the new Collective Agreement.

The Future

DFA members contribute substantial amounts to the plan. This year, the DFA member will contribute about 8.1% of pensionable salary, up

to a maximum pensionable salary of \$145,722. The plan is a very good plan, at a time when defined-benefit plans are under attack and in some cases ceasing to exist.

Our pension plan is a primary reason why the futures of retired Members are relatively secure. We should continue to keep the long-term health and strength of the plan in the forefront of our minds and to protect it from university cost-cutting measures that reduce the financial security of all Members, active and retired. **DFA**

Dalhousie University Pension Trust Fund/ Retirees' Trust Fund

Ronald Pink, DFA Representative

I am pleased to provide to the DFA Membership my report of the activities of the Dalhousie Pension Trust Fund (PTF) and the Retiree Trust Fund (RTF) over the past 12 months. The Trustees who oversee the investment of these two Funds have met regularly throughout the year with virtually full attendance by all members. The Trustees act in a most collegial way, always attempting to do what is in the best interest of the beneficiaries, both active and retired.

Since the last report to the DFA, the Trust Funds have had exceptional performance. The PTF had an 8.97% rate of return and the RTF had an 8.3% rate of return. I am pleased to report that the Environmental Social Governance (ESG) Policy of the PTF and the RTF has become operationalized. Our two funds are some of the first in North America to have analysis performed by major agencies to measure the environmental, social and governance quality of

the investments. While the process of measurement is in its infancy, early progress is being made. The view of the Trustees is that investing in firms that have excellent performance in environmental, social and governance activities is generally a good guidepost to review investments.

The Trustees believe that those investments which excel in ESG measures are also a good place for investments.

As the beneficiaries can appreciate, the Trustees review the rate of return of the funds and the performance of individual managers on both the short-term basis (1 to 4 years) as well as on a long-term basis (10 and 15 years). The appropriate rate of return for these measures is always something which is reflected upon.

The Funds are performing as follows:

Pension Trust Fund

	1 yr	2 yrs	3 yrs	4 yrs
Total Fund	8.97%	8.31%	8.33%	9.07%
Benchmark	9.92%	8.26%	7.97%	8.56%

Retiree Trust Fund

	1 yr	2 yrs	3 yrs	4 yrs
Total Fund	8.83%	8.14%	7.25%	7.86%
Benchmark	9.88%	8.30%	7.57%	8.18%

Pension Trust Fund

	10 yrs	15 yrs
Fund Return	6.73%	7.97%
Benchmark	6.02%	7.52%
Fund Requirement	6.24%	6.57%

Retiree Trust Fund

	10 yrs	15 yrs
Fund Return	6.37%	7.82%
Benchmark	5.94%	7.45%
Fund Requirement	5.05%	5.05%

From the foregoing, it can be seen that the Funds have performed most successfully. The Trustees continue to benefit from excellent leadership and guidance from the Dalhousie Investment Team and from our external consultant, Mr. Robert Mitchell. In addition, I continue to be impressed by the dedication of the other Trustees led by Chair Aubrey Palmeter. All Trustees give of their time to ensure the success of the pension funds and their Members. It is a pleasure to continue to serve on your behalf. **DFA**

Association-Board Committee

Tim Juckes, (DFA Co-Chair), Matt Numer (DFA Nominee), Barbara MacLennan (DFA Nominee, DFA Professional Officer), Lynn Purves (DFA Observer, DFA Administrative Officer)

The Association-Board Committee (ABC) considers matters of interpretation or application of the Collective Agreement. Along with the DFA's three nominees, the Board is represented by Laura Neals (Acting Director of Academic Staff Relations), David Gray (Dean, Faculty of Agriculture) and Marlo Shinyei (Academic Staff Relations Manager). 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 (SSIs), salaries above the maximum, administrative stipends and job descriptions, extensions to time-lines (e.g., anomalies fund, tenure limits), and parking fees. This past year, the collective bargaining process sought to advance some issues that ABC had identified and discussed such as workload, equity in hiring, and occupational health and safety committees.

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.

Copyright is an area of concern that ABC identified some time ago. Recently, the parties met with some invited guests, including the DFA's Jonathon Penney (Law), to discuss the issues and how to proceed. Two main issues are of concern: (1) protection of Members' copyrighted course material, especially as this relates to students uploading course materials (notes, assignments, quizzes) to websites such as Course Hero, and (2) copyright issues related to

courses shared by multiple instructors and/or courses in which Members contribute material to a programme's core curriculum. Going forward, additional issues might arise, especially as federal copyright law is updated.

Instructor Overload: The issue of overload stipends for Instructors has been much discussed. The Collective Agreement requires Instructors to be paid a percentage of their salary when they teach beyond their normal workload. Determining the 'normal workload' and calculating the percentage can be difficult. Instructor job descriptions often include teaching as a percentage of overall time, but without identifying a number of courses, it is possible for Instructors' course loads to increase and yet remain at, say, 80% of workload. The Board is resistant to updating job descriptions to identify a number of courses, making the calculation of the percentage – required to determine the overload pay – somewhat arbitrary. Instructor Members should be careful to establish a normal workload and in the event they agree to teach outside that norm they document this in a way that maintains their original workload rather than increasing their normal workload by the additional course(s).

Voluntary Negotiated Separation (VNS): A Member who negotiates a VNS can take a lump sum payment or spread this payment over time. In the latter case, issues related to employment, pension and other benefits arise. At ABC we continue to seek clarity on these issues.

Supplemental Research Grants: Changes in (or clarification of) Revenue Canada regulations have meant that Members can only use part of their salary as a supplemental research grant when they are doing research that is not a part of their normal research at Dalhousie. This was discussed at ABC and the Board made it clear that the interpretation must stand.

Changes to Employment Insurance: The federal government has made changes to EI rules and the provincial government is in the process of aligning their regulations. This item remains on the ABC action list as the Board seeks clarification on how these changes will affect Dalhousie employees.

PDA Submission: As a result of ABC discussion, the Board made an important change to the way PDA can be reimbursed. Members can now submit their application throughout the year rather than waiting for a narrow window at the end of the financial year. Members can still only make one application in any year. **DFA**

Dalhousie University Environmental Health & Safety Committee

*Mark Obrovac, Emanuel Jannasch & Alex Speed
(alternate), DFA Representatives*

The Environmental Health and Safety Committee meets monthly to discuss all aspects of health and safety on campus. Membership includes university appointees and representatives from employee and student groups. There are two DFA appointees: one Professorial and one Instructor member. For info, visit <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 2017-2018

Membership Update

- Mark Obrovac (DFA), Chair and DFA Professorial Representative
- Emanuel Jannasch (DFA), DFA Instructor Representative
- Alex Speed (DFA) Alternate
- Sarah Langille from the EHS office in Truro has joined the meetings to provide the Safety Committee with input from the Truro campus.

Major safety upgrades have been made to the Tupper building including the addition of

eyewash stations, emergency showers and additional flammable storage. Legacy chemical waste has also been removed.

The EHS office has developed an online WHMIS Chemical Safety course. The course is available free of charge to all faculty, staff and students on the College of Continuing Education website.

Initiatives by the committee have resulted in major improvements in campus safety this year:

The committee identified inadequate emergency shower and eyewash station facilities in the Chemistry Building. This will result in an upgrade to these facilities to be installed within in Spring 2018. The committee participated in the planning of these upgrades in conjunction with the EHS Office. Legacy chemical waste has also been removed from the Chemistry Building.

The committee identified a lack of safety information in Dalhousie's new employee orientation information package. To address this issue, the EHS office created an EHS Orientation video, which will be provided to HR for use in new employee orientation sessions. The video will also be available on the EHS Office website. **DFA**

Dalhousie University Transportation & Security Committee

Sherma Dewey, DFA Representative

The Transportation and Security Committee meets monthly from September to June. Membership is composed of voting

representatives from all unions and prominent bodies on all campuses, including the DFA, NSGEU (Local 77 and Local 99), 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. The current co-chairs of the committee are Peter Jones (Sexton Campus) and Kurt Sampson (DPMG).

Transportation Highlights

Although construction on the Halifax campuses has reduced the number of available parking spaces, there have been spaces added during the past year. This was accomplished through the paving of the Rosina Lot and the release of approximately 20 Access/Ride Share designated parking spaces. Additional parking spaces should become available once the Dalplex Renovation Project is completed in mid to late spring.

Plans are ongoing regarding the Green Corridor on the Sexton Campus. When this active transport corridor is completed, pedestrians, cyclist, in-line skaters, and skateboards will be able to utilize the corridor, which will extend from Spring Garden Road to Morris Street.

Dalhousie's E-Pass Program, piloted in 2013, is still active. Currently, you can only sign-up once a year for this program. However, starting this spring there are plans to offer two sign-ups a year.

Parking Rates

The parking rates for 2018-19 are presented and discussed at the May and June Transportation and Security Committee meetings. These rates are then approved by this committee and the Association-Board Committee. The new parking rates will be posted during the summer at <https://www.dal.ca/dept/facilities/parking-at-dal/permits---parking/permit-rates.html>.

The online parking permit system can be used to issue and renew your permits online at <https://parkingpermit.dal.ca/parkingpass>. Current permits expire August 31, 2018, so returning faculty members should purchase their permits before this date. Any reserved permits that are not renewed are offered to the person at the top of the waiting list for that lot.

Frequently Asked Questions

Throughout the year, many committee members are asked similar questions related to parking. To facilitate everyone receiving the same answers to these questions, a FAQ section can be found on the Facilities Management webpage <https://www.dal.ca/dept/facilities/parking-at-dal/permits---parking/ParkingFAQs.html>.

Security Highlights

The DalSafe mobile app has added a new feature called WorkAlone. This feature allows registered users to check in with a designated contact or the Dalhousie University Security Office when working in campus buildings after hours. The DalSafe app is available for iOS, Android, and BlackBerry devices at <https://www.dal.ca/dept/facilities/services/security-services/dalsafe.html>.

For the past two years, the Security Office has been involved in the Emergency Management Situation Exercise. The purpose of these exercises is to establish emergency protocols and improve response and handling of emergency situations, such as ruptured steam line, pandemic response, or fire. The exercise participants included St. John Ambulance, Medical Response Team, EHS Nova Scotia, DND Ambulance, and Dalhousie community.

Changes for 2018-19

At the end of June 2018, I will finish my term on this committee and will not be re-offering. The DFA will need a new representative who is interested in the transportation challenges and security issues on our campuses. If you are interested, contact dfa@dal.ca. **DFA**

President's Advisory Committee on Sexualized Violence

Catrina Brown, DFA Representative

The President's Advisory Committee on Sexualized Violence met on March 7, 2018. It meets very infrequently and it is a bit unclear exactly what its role is among a multi-layered group of stakeholders including the Sexual Assault Protocol Advisory Group. It used to be

the President's Advisory Committee on Sexual Harassment (PAC) which also met infrequently.

The March meeting focused on how the draft Sexualized Violence Policy is to replace the existing Sexual Harassment Policy. The new policy has not yet been approved at all levels of the university. The provincial government requires such a policy be established by 2019, and many Canadian universities have such a policy. Time was spent at the meeting on making the policy operational. **DFA**

Dalhousie University Council on Employment Equity

Jacqueline Gabagan, DFA Representative

Last year, Dalhousie's Employment Equity Council reviewed and updated the university's policy 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 had 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 Employment Equity Policy now includes sexual orientation and gender identity (SOGI). The policy was approved by President Florizone in October 2017 and can be found on Dalhousie's website at https://www.dal.ca/dept/hres/equity---inclusion/employment_equity/eeopolicy.html

The group has not met since February 2018, since the departure of Dr. Arig al Shabiah who chaired the committee. **DFA**

DFA Aboriginal Caucus Committee

Nancy MacDonald, Chair

This past year, the DFA established the Aboriginal Caucus Committee. The committee made recommendations to add questions to the DFA survey regarding issues on workload, tenure and promotion, and work-life conditions.

The Chair of the committee wrote *A Tribute to Mi'kmaq History Month: The Truth and*

Reconciliation Process is Breathing Mi'kmaq Humanities into Academia that was posted on DFA's Facebook for Mi'kmaq History Month, October 2017.

The committee also made recommendations that were considered in the collective bargaining process during this past year. Lastly, we recently drafted Terms of Reference to identify how the committee will contribute to the DFA in the coming years. We look forward to having those Terms reviewed by the Executive Committee in 2018-2019. **DFA**

DFA Equity Committee

David Mensink, Chair; Heather Andreas, Jacqueline Gahagan, Barbara Hamilton-Hinch, Cassandra Hanrahan, Ifeyinwa Mbakogu, Catherine Wall (DFA staff ex-officio)

The DFA Equity Committee is an ad hoc committee of the DFA Executive, and is chaired by a member of the Executive.

Gains in the Collective Agreement

During this year's round of collective bargaining, the DFA was able to negotiate significant gains for designated groups for the 2017-2020 Collective Agreement. Those include:

- The definition of "designated group" has been expanded to include the groups designated under the Employment Equity Act, meaning women, disabled persons, Aboriginal Peoples and visible minorities, and the persons protected under Clause 4.01 on the basis of sexual orientation, gender identity and gender expression.
- The hiring preference for designated groups is extended to persons protected under Clause 4.01 on the basis of sexual orientation, gender identity and gender expression. Mi'kmaq people will be given preference among Aboriginal Peoples and African Nova Scotians will be given preference among visible minorities.
- In applications for reappointment, continuing appointment, appointment without term, tenure and promotion, Members who identify as Aboriginal or African Nova Scotian may have a non-voting Aboriginal or African Nova Scotian representative on their Department-level committee.

- Members of designated groups (women, disabled persons, Aboriginal persons and visible minorities) who have higher than normal academic administration service will be eligible for overload stipend and/or supports for teaching and research.
- Based on data which demonstrates that the female Full Professors are underpaid, a Letter of Understanding provides \$500,000 to adjust pay for the DFA's Bargaining Unit complement of female Full Professors. (The Board rejected DFA proposals that pay equity adjustments for Members in all of the designated groups be considered.)
- An additional four Bargaining Unit Dalhousie Diversity Faculty tenure-stream appointments will be made, funded in part by surplus funds in the Anomalies Fund.

CAUT Equity Conference

The Canadian Association of University Teachers held its 4th annual Equity Conference in April. On behalf of the DFA, Jacqueline Gahagan and Barbara Hamilton-Hinch attended the conference, held in Ottawa. This year's conference, themed Mobilizing Intersections, brought together equity and academic staff association activists from across Canada to discuss and develop ways to more effectively promote equity in universities.

The Equity Myth

The DFA office purchased a copy of *The Equity Myth* by Frances Henry, which includes recommendations on ways to enhance equity on campuses. The Committee is reviewing those recommendations to see if any should be brought forward to the DFA Executive for consideration.

Equity Committee Membership & Relationships with Dalhousie

The Equity Committee has representation from the Black Faculty and Staff Caucus and the Queer Caucus. These members provide updates from their respective groups.

As we enter the 2018-2019 year, the Equity Committee will continue to recruit new members representing a broader range of Faculties, including Management, Engineering, Agriculture and others. In March, we contacted the following groups asking them to notify their members that the DFA Equity Committee is looking for more members: the Black Faculty and Staff Caucus; the Queer Caucus; the newly-

established (dis)Ability Caucus; and the Women in Research group, spearheaded by Dalhousie Vice-President of Research Dr. Alice Aiken.

We also invited Dr. Arig al Shaibah, Vice-Provost Student Affairs, to attend an upcoming meeting of the DFA Equity Committee. She declined, saying it would be most effective to wait until the new Vice-Provost has been appointed.

This spring, David Mensink is retiring from Dalhousie and a new Chair will be appointed from the DFA Executive Committee to lead the Equity Committee. There remains much to be done in the area of equity, diversity and inclusion at Dalhousie, and the DFA Equity Committee is looking forward to another productive year. **DFA**

DFA Communications Co-Ordination Committee

Amy Birchall (Chair), Catrina Brown, Jason Brown, Melissa Helwig, Darren Abramson (ex-officio) and Catherine Wall (DFA staff, ex-officio)

Our first meeting was held in November and our focus quickly became collective bargaining and Membership mobilization. At the first meeting we decided to follow up on the letter sent by DFA President Darren Abramson to our Membership, which explained the climate of collective bargaining at the time. To follow up on momentum created by that letter, the committee sent out a follow-up email to our Membership with a link to the letter and asked for any Members interested to send comments to Darren via email. Comments were reviewed,

compiled into a separate document (respecting anonymity), and then emailed to our Membership to bring a more personal and relatable feel to the issues, and to help our Membership feel connected to each other.

In the weeks that followed, we continued our focus on effective communication and mobilization of our Membership. We communicated that we were working on strike preparedness: an email was sent out to our Membership with a brief update and a link requesting email addresses that were not @dal.ca account; we used social media to announce suggestions for a strike headquarters; we obtained estimates for advertising in the Metro and the Chronicle Herald; and we organized a meeting with our full Membership. Through these actions we hoped to quietly but clearly communicate to the administration that we were mobilizing and were prepared to strike, remembering that the best way to prevent a strike is to be prepared for one!

The first full membership meeting about collective bargaining was held the evening of January 10 at Dalhousie in Halifax with Members from Truro and Saint John joining via teleconference. This meeting was well-attended in Halifax. We had adequate teleconference capabilities with Saint John but we sadly struggled with Truro Campus. This is something we will improve upon for future meetings. To compensate for the communication issues with Truro, Darren Abramson, and DFA Communications Officer Catherine Wall came to Truro Campus and spent a half day meeting with any of our Members who wished to come by. Amy Birchall also attended. This effort was appreciated. Maintaining a connection with Members across campuses is of vital importance and a challenge we continue to address.

After the meeting with the DFA Membership, mobilization efforts continued and communications with both Dalhousie Student Union (DSU) and Dalhousie Agricultural Student Association (DASA) took place. We felt it was important to reach out to the student groups to keep them informed on collective bargaining.

The committee was thrilled to hear that collective bargaining had come to a positive resolution. The efforts of this committee kept communications messaging and initiatives effective and organized throughout the process.

As we move forward from collective bargaining we have many things to look forward to. We are planning activities to celebrate the DFA 40th Anniversary. We are also launching a community-oriented DFA speaker series. The series will consist of speakers from our Membership and topics will be areas we are passionate in, that will engage our Dalhousie community and the public of HRM and Truro. We plan to have this start in late May 2018 with sessions in Halifax and Truro. If you are interested in participating please contact Amy Birchall or Jason Brown. Watch for communications about the DFA 40th Anniversary and the DFA Speaker series.

Thank you to the members of the Communications Co-ordination Committee for their passion for the DFA. Your undying efforts are a constant source of inspiration for our Members. **DFA**

Southern African Student Education Project

Matthew Schnurr, DFA Representative

The purpose of the 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 University. 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.

Currently, contributions are made annually by the Dalhousie Student Union (DSU), the DFA, and individual faculty and staff members. The DSU contribution is a result of an agreement in the spring of 1990, which annually supports a \$1.00 contribution to SASEP from each full-time student at Dalhousie.

SASEP is further supported by the university administration. First, the university has agreed to waive international student differential fees for SASEP students on an ongoing basis. Second, 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 entire 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 is entirely dependent on successful fund-raising efforts, and the length of academic study of scholarship recipients. As of April 2018, 14 students have been awarded graduate degrees under SASEP.

The SASEP committee undertook recruitment for the 2018/19 year, receiving 51 applications from interested students from across Southern Africa. In the end, Tinashe Muzonda from Zimbabwe was selected to complete the MA program in International Development Studies (IDS), beginning in September 2018.

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

*Isaac Saney, Halifax WUSC Student Committee Chair
& Keltie Jones, Truro WUSC Faculty Advisor*

Since 1981 the DFA has sponsored more than 50 refugee students through the Dalhousie University-WUSC Student Refugee Sponsorship Program (SRSP), which sponsors refugee

SASEP funds are administered by the Faculty of Graduate Studies, while recruitment, selection and all academic matters are handled by the SASEP Advisory Committee, chaired by Dr. Matthew Schnurr until July 1, 2018 at which time Dr. Theresa Ulicki from IDS will take over as chair.

SASEP is open to eligible 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 plan to recruit again in the fall of 2019 for one placement at the MA level.

We are very grateful for the support Dalhousie faculty and students have provided to this program over the course of many 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**

students to study at Dalhousie. Each year two students are selected through a rigorous and competitive process. On average during the year there are approximately 10 students who are in various stages of their university studies.

Working with the university administration, DSU, Bookstore and Alumni Association, the DFA sponsors the students for their first year of study. These students are given financial assistance and academic support. Guidance is also provided for settling into Halifax, in general, and Dalhousie, in particular. The WUSC campus committee co-ordinates these support activities, ensuring that the needs and concerns of the students are met. The role of the Faculty advisor

is to furnish academic support, while shepherding the student through their Dalhousie journey. In 2017-2018, two new students from Syria - Ezzat Amer Al Barazi and Mohamad Fadi Hussein - were sponsored. Both are in the Faculty of Engineering. As with all WUSC sponsored students, Ezzat and Mohamad are dedicated students, who are highly motivated to succeed.

This was a transitional year for WUSC on the Agricultural campus because Anne LeLacheur handed over the advisor role she held for 17 years to Keltie Jones, Assistant Dean on the campus. Additionally, the leadership of the WUSC local committee was taken up by an energetic group of students after the former leaders graduated.

It was our 32nd year of participating in the SRSP, and we welcomed Deng from South Sudan who started an undergraduate degree in engineering. Our student from last year continued in this program and provided important mentorship for the new student. We had many campus activities and fundraisers, with students placing a particular focus on supporting the WUSC program's fair trade and "Shine a Light" initiatives. They held reverse trick-or-treating, a symposium on how to reduce waste through re-purposing items, and several bake sales to both raise awareness about Fair Trade and funds for the SRSP. Their efforts were recognized when they were given the Outstanding Contribution to our #OneWorld Award at the 2018 WUSC International Forum in January. *DEA*

2018-2019 Executive Committee

Nominating Committee: David Westwood (Chair), Darren Abramson, Joanne Mills

Congratulations to the following Members of the 2018-19 DFA Executive Committee. They will take office at the end of this Annual General Meeting.

President David Westwood (Health & Human Performance)

Past-President Darren Abramson (Philosophy)

President-Elect Julia Wright (English)

Second Vice-President Cindy Penney (Physiology & Biophysics)

Secretary Melissa Helwig (W.K. Kellogg Health Sciences Library)

Treasurer Susan Holmes (College of Continuing Education)

Members-at-Large *Term ending April 2019*

Amy Birchall (Animal Science & Aquaculture)

Jason Brown (Mathematics & Statistics)

Nancy MacDonald (Social Work)

Kalyani Prithiviraj (Plant, Food & Environmental Science)

Deborah Tamlyn (Nursing)

Members-at-Large *Term ending April 2020*

Brenda Beagan (Occupational Therapy)

Lori Dithurbide (Health & Human Performance)

Jacqueline Gahagan (Health & Human Performance)

Roger Gillis (Killam Library)

Elizabeth Kay-Raining Bird (Communication Sciences & Disorders)

The Non-Bargaining unit position remains vacant.

Thank you to all our 2017-18 Executive Committee Members for their dedication to our members and our Association. Your time, talent and commitment is appreciated.

CAUT Dedicated Service Award Recipient

~ Faye Woodman ~



David Westwood presents Faye Woodman with her award at the DFA's 2017 Holiday Open House.

Congratulations to Faye Woodman, recipient of the CAUT Dedicated Service Award. Faye has served on the Pension Advisory Council and various associated pension committees at Dalhousie University for almost 20 years. She has been the first-line person with whom to consult on pension matters. She has given her time generously and tirelessly and the DFA has been very fortunate to have her service and her tutelage.

Over the many years she has served the DFA, she has also shepherded many of her colleagues into public service roles as well. This has occurred in some of the most trying circumstances dealing with controversial pension issues. Without her influence her successors would not have been able to take over her role on the Pension Advisory Committee. Faye retired from Dalhousie in late 2017. We wish her all the best in her retirement.

*Congratulations to David Mensink
on retirement & 20 years of dedicated service to the DFA*



After 30 years as a Professional Counsellor at Dalhousie University, David is retiring and saying goodbye to Nova Scotia.

As a volunteer with the DFA, David has contributed his time and efforts to the association for more than 20 years, serving as a three-term president, multi-term treasurer, member of the bargaining team, chair of the Grievance Committee, chair of the Equity Committee, DFA representative to the Employee Benefits Advisory Committee, DFA Office Manager and many other roles.

Next month, David heads to British Columbia to spend time with his children and grandchildren, and set up his private counselling practice, called Living Well. We thank David for his many years of valuable service to our members and bid him a fond farewell.