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E**Annual General Meeting**
Tuesday, May 15, 2012
13:30
Room 1108,
Mona Campbell Bldg
(Coburg & LeMarchant)

Please bring your copy of this publication, and the agenda, minutes and budget documents emailed in April.
Or download them at www.dfa.ns.ca/general

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Grievance Committee Report

David Mensink, Chair

I have had the honor to chair the DFA Grievance Committee during the 2011-2012 year. The committee provides an important and significant function for the membership. I would like to summarize various aspects of the Grievance Committee borrowing heavily from the DFA Handbook (Revised May 2005).

The Grievance Process: The Collective Agreement is a contract between the employer and employee. There are times when differences arise regarding interpretation of the Collective Agreement. A grievance or breach of the Collective Agreement can be launched by an individual Member, a group of Members, or the Association as in a policy grievance.

Grievance Procedure: As set out in Article 29 of the Collective Agreement, each case is reviewed by the members of the Grievance Committee and, if required, a Grievance Officer is assigned. There are three stages:

Informal: The first step involves informal discussions between the appropriate persons in an attempt to achieve an early resolution of the issue.

Formal: If informal measures do not resolve the problem, the next step is to launch a formal grievance. With the exception of grievances pertaining to Academic Freedom (Article 3) and No Discrimination (Article 4), no formal grievance is launched without the approval of the members of the DFA Grievance Committee. A Formal Grievance may be launched after receiving notice from the Dean or Vice President that the informal process has failed.

The President of the University, the President of the DFA, the Grievance Officer, the Professional Officer, and any others affected will meet about the grievance. If the grievance is resolved at the Formal Stage a written agreement is signed by the President of the University and the President of the DFA. If the grievance is not resolved, it may

be submitted to an arbitrator for resolution.

Arbitration: Before a grievance is sent to arbitration, members of the Grievance Committee consider whether arbitration is the best way to proceed. If so, the Grievance Committee brings the case to the members of the DFA Executive Committee for a decision on whether the case is to go to arbitration. An arbitration hearing is analogous to a court hearing and the arbitrator's decision is final and binding on the parties.

For further information on grievance process and procedures, refer to Article 29 of the Collective Agreement or to Section 7 of the Dalhousie Faculty Association Handbook.

I would like to thank the members of the Grievance Committee for their expert and tireless work over the past year. The members on the committee are: Kevin Grundy, Barbara MacLennan, DFA Professional Officer, Tim Jukes, Karen Neves, Terry Mitchell, and Anthony Stewart, *ex-officio*. Sina Adl was also on the committee for some months this year.

Informal Grievances

Policy Grievance: Parking

The DFA launched an informal grievance in the fall of 2011 regarding changes to parking at Dalhousie. Two grievance officers, the DFA Professional Officer, the Vice President of Finance and Administration, and the Director Academic Staff Relations met to discuss the issue.

The DFA sees parking as a benefit, guaranteed in the Collective Agreement (Clause 32.11). The Administration wishes to recover the costs it incurs for providing parking (i.e., increase rates). In addition, the Administration claims that, because it "has a bona fide case" ("the change will not result in a reduction of the overall number of parking spaces available to the University community"), it can "make significant changes to the capacity and accessibility of Dalhousie University parking lots" without "agreement with the

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Association” (Clause 32.11(d)).

The DFA requested statistics on parking availability at all university lots over the past few years. These numbers were forwarded to the DFA in February 2012. This grievance remains at the informal level.

Denial of Sabbatical

The DFA launched an informal grievance on behalf of a faculty member who was denied a first sabbatical because years of service in a limited term appointment were not counted towards her sabbatical.

At the informal stage, the Administration stated that the Member had failed to apply for sabbatical by the deadline, thereby violating Clause 30.27. The Member had inquired of the Dean ahead of the deadline and been told that sabbatical would be denied, but subsequently the Member learned that the Administration’s current practice differs with past practice and violates the Collective Agreement.

The Administration proposed, without prejudice, a resolution for the Member under Clause 30.19, and recognized that the outcome of a policy grievance on denial of sabbaticals might affect when the Member can apply for a subsequent sabbatical. The Member has yet to decide whether to accept the Administration’s offer.

Government Communication/Lobbying

The DFA launched an informal grievance to the Vice President Finance and Administration regarding his participation on the Nova Scotia Government Pension Regulation Advisory Group. As stated in the Collective Agreement, Clause 9.02: “The parties agree that before either submits a proposal to Government or to the Legislative Assembly for legislation, or before either supports any legislative proposal affecting Dalhousie University, each will advise the other and the Senate and provide both with a reasonable opportunity for consultation about their positions.”

The DFA was not advised by the Vice President Finance and Administration of

his participation in the Pension Regulation Advisory Group. In addition, his participation occurred during DFA/Board negotiations during which pension governance was one of the major items on the table.

The DFA Grievance Officer and the DFA Professional Officer met with the Vice President of Finance and Administration and the Director Academic Staff Relations to discuss this matter. We asked the following questions during this meeting:

1. What pension proposals were discussed by the Pension Regulation Advisory Group?
2. What was the content of these discussions?
3. What was the extent of the involvement of the Vice President of Finance and Administration with the Pension Regulation Advisory Group.
4. Will there be further on-going involvement with the group?
5. Are there any other further details which would be relevant to the DFA and to the current DFA/Board negotiations?

We were informed of the content of the meetings and also of the dates of the meetings. According to the Vice President of Finance and Administration, “there are no further meetings set for the group.”

We requested the following remedy: “That the DFA be informed of any and all future dealings with the Nova Scotia Government or Legislative Assembly that affect Dalhousie University.” The DFA agreed to notify the Board of any and all future dealings with the Nova Scotia Government or Legislative Assembly that affect Dalhousie University as per Clause 9.02 of the Collective Agreement, 2007-2011. This matter concluded at the Informal Stage of the Grievance process.

Formal Grievances

Denial of Sabbatical

The DFA launched a policy grievance on the issue of sabbaticals, as the Administration’s current policy limits sabbatical leaves to tenure track and tenured faculty. The DFA believes this is inconsistent with past practice

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and violates the Collective Agreement's provisions, particularly (1) Article 14.04, which defines appoints to the teaching staff (faculty) by rank, not appointment type, and (2) Article 30.15, which states that sabbaticals are available to faculty members.

An informal grievance meeting was held with the DFA Professional Officer, the DFA Grievance Officer, the Vice President Academic, and the Director Academic Staff Relations. A further meeting was held between the grievance officer and the Director Academic Staff Relations. During the collective bargaining process, this grievance was on hold. Subsequently, we heard from the Administration that they did not see any point in further informal meetings and suggested the DFA submit a formal grievance if they wished to pursue the matter. The DFA submitted a formal grievance at the end of April.

Grievances in Arbitration

Supplementary Employee Retirement Plan (SERP) – Sexton

This grievance involves many former TUNS Members who elected to remain in the Public Service Superannuation Plan (PSSP) rather than transfer to the Dalhousie Staff Pension Plan following amalgamation.

In 2004, the Provincial Legislature approved modification of the PSSP to allow for the payment of SERP to those members of the Plan whose salaries were sufficiently high to result in pensions in excess of the Income Tax Act maximum. These members, in

turn, contributed commensurately higher premiums. This legislation also afforded the right to certain employers to "opt out" of the SERP plan. Dalhousie was such an employer, and in April 2006, then Assistant Vice President (Personnel Services) Michael Roughneen informed the PSSP of Dalhousie's intention to "opt out".

It was not until some time later that the full impact of this decision was made apparent. Not participating in SERP not only involved loss of the supplementary pension paid by Dalhousie (a relatively small amount for many of the grievors) but also resulted in a decrease in regular benefits by comparison to those of a comparable member of the Dalhousie plan. It is this disproportionate reduction of regular benefits as a result of Dalhousie's decision to opt out that is at the core of this grievance.

The parties have agreed on the financial impact to the grievors of Dalhousie's decision to withdraw from the SERP. Based on this analysis, a proposal for resolution of the grievance was formulated and presented to the Board for consideration. The Board responded with an offer consisting of a monetary award equal to 10% of our proposal. Any Member accepting the offer would be required to retire at the earliest opportunity. Furthermore, Members already retired would not be compensated. The Members rejected the Board's offer unanimously.

This grievance goes to arbitration on May 31, 2012.

President's Advisory Committee on Sexual Harassment

No report available.

Information on resources around sexual harassment are available online at <http://hrehp.dal.ca/index.php>.

Resources include a general brochure on sexual harassment, as well as specific information for

international students on Canadian culture in relationships and guides for Faculty, Instructors and Teaching Assistants.

For more information contact Gaye Wishart, Advisor, Harassment Prevention/Conflict Management at gaye.wishart@dal.ca or 494-1137 or call the DFA Office to be directed to a resource.

Pension Advisory Committee (PAC)

Faye Woodman, Kevin Grundy, DFA Representatives

The PAC is a parity committee with equal representation of the Board of Governors of Dalhousie University (BOG) and the unions. The Chair is Faye Woodman, Kevin Grundy is the other DFA representative on the Committee. Prof Woodman was on sabbatical from January 1, and so Katherine Sheehan, Assistant Vice President, Human Resources and the Vice Chair of PAC replaced her as chair.

The deliberations of the PAC were overshadowed this past year by the negotiations for a new collective agreement. The present Plan will continue subject to further consultations between the DFA, the Nova Scotia Government Employees Union (NSGEU), Retirees, the Dalhousie Professional and Management Group (DPMG) and the BOG.

The Dalhousie Pension Plan

As of December 31, 2011, there is a going-concern deficit in the Dalhousie Pension Plan of approximately \$127 million and a solvency deficit of about \$275 million. In response to the financial difficulties engendered by the solvency deficit and representations of the DFA and BOG before and during the last round of collective bargaining, the Provincial Government has granted university pension plans relief from the necessity of funding the solvency deficit.

Rates of Return on Investments

The one year rate of return to December 30, 2011 on Plan assets was a disappointing -1.74% +/- . This can be compared with the average yearly return of 7.75% for the Plan since 1995. The assumed rates of return for the Pension Plan are 6.25% for the Pension Retirement Fund (PTF) (active members) and 4.7% for the Retirement Trust Fund (RTF) (retirees). The assumed rate of return for the PTF has been reduced over the past years from over 7% to 6.25%.

Executive Compensation

In the PAC meeting of May 3rd, 2011, Ms. Sheehan noted that there is a supplemental pension arrangement (SA) available to senior executives at Dalhousie that is not connected to the Dalhousie Pension Plan. The SA funds are invested separately and are not invested with the pension funds. All contributions are provided by participating employees and none are provided by the BOG.

Indexing

There was no indexing of retirees' pensions in 2011. The Dalhousie Pension Plan employs an excess interest method of indexing, which means that there is no annual indexing if Plan returns do not reach a certain level calculated on a formula that is partially based on previous years' returns. Catch-up indexing is allowed where returns permit, and in the exercise of Plan Trustees' discretion. At the present time, Dalhousie Plan retirees who have been retired for more than a decade have seen the value of their pensions reduced by about 14%.

Pension Administration System

A pension data analyst position has been created by the BOG. The individual will be responsible for the ongoing review and maintenance of member data. Annual member statements were posted on-line for the second time in December of last year.

The DFA and retirees' representatives asked that members be provided with the commuted value of their pensions. The commuted value of a member's pension is the amount upon which their final pension from Dalhousie upon retirement is calculated. Some members want to compare that amount with the sum of contributions (their own and those of the BOG) plus interest which is an amount they can withdraw from the Plan should they decide to terminate their employment with Dalhousie. The BOG has agreed to provide this information upon request.

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2012 *Ex-Gratia* Payments to Pensioners

Over \$60,000 was provided by the BOG to 15 pre-1982 retirees whose average age is 95.

These payments are made on a formula based on length of service at retirement and years of retirement and were set in recognition of potential hardship for employees (and spouses) who retired before 1982. Previously some of the payments were made out of the Dalhousie Pension Plan.

New Pension Benefits Act and Regulations

Nova Scotia has introduced amendments to Pension Benefits Act. Besides explicitly recognizing new types of pensions, such as the jointly sponsored pension plan (JSPP), and target benefit plan (TBP), (discussed in the most recent round of negotiations between the DFA and the BOG), the Act includes a number of new provisions of interest to pension plan members in Nova Scotia. They include codified phased retirement provisions, new recognition of retirees as a class of stakeholders, increased small benefit thresholds, and greater powers given to the Superintendent of Pensions regarding actuarial reports.

Your pension representatives may be contacted by email: faye.woodman@dal.ca or kevin.grundy@dal.ca

Pension & Retirees Trust Funds

By Ronald A. Pink, Q.C.

As the representative for the Dalhousie Faculty Association on Dalhousie's Health and Pension Trust Fund and the Dalhousie Retirees' Trust Fund, it is my pleasure to report to you on the affairs of the Trusts over the past year.

I have attended many of the meetings of the Trusts on your behalf. I have watched the performance of the Dalhousie financial staff and their outside consultants who advise

on the various funds. I believe that the Trust Funds are well-managed internally and that they received excellent external support.

As you are aware, Pension Plans are long-term projects. I have always found that it is not helpful to look at performance of a six-month or twelve-month period, but rather over a considerably longer period of time.

Since the last time the Fund took a contribution holiday in 1996, the Funds have performed at slightly above expectation. There have been two significant downturns in the economy (and we could expect more in the future) in 2001 and 2002 and in 2008 and 2009. Notwithstanding these difficult years (especially 2008 and 2009 in which the Pension Trust Fund performed at a negative 11% and negative 17% respectively), the Fund has rebounded very well. Over the past year, the Pension Trust Fund has outperformed the benchmark by 0.4% and over the last 10 years by 0.6%.

In the past year, the Retirees' Trust Fund has underperformed its benchmark by 0.6%. However, over the past four years, the Retirees' Pension Fund has outperformed the benchmark by 0.3% and over the last 10 years by 0.7%.

The assets of the Pension Trust Fund are valued at \$450 million and last year the Fund distributed \$23 million in benefit payments. \$18.9 million was received in contributions. The cost of administration is \$0.7 million or about 0.2%, a very reasonable cost.

The assets of the Retirees' Trust Fund are \$310 million. The Fund received \$15.5 million in benefit payments and incurred expenses in the amount of \$0.6 million.

DFA Office Hours

September-May

Monday through Friday, 8:30 am to 4:30 pm
(except university holidays)

June-August

Monday through Thursday, 8:30 a.m. to 4:30 p.m.

President's Report

By Anthony Stewart

Beginnings and endings are always instructive. At the DFA annual general meeting last year, as I began my term as DFA president, I said that the coming year would be—I believe the word I used was—“eventful.” And so it has been. Looking back over the year, I cannot help but marvel at how much has gone on, how much we accomplished, and how we accomplished it, and what remains left to be done.

I will admit that I now pine for the days when I did not understand the details of the Dalhousie University Pension Plan. And while I still do not know nearly as much as our redoubtable pension experts—Kevin Grundy and Faye Woodman—I do know quite a bit more now, and encourage all of our members to inform themselves on this important issue. It is true that we preserved our defined benefit pension plan in this round of negotiations, but our administration, like administrations and managers all across the country, remains adamant that pension plans like ours are too expensive, not “sustainable,” and must be changed. The jointly sponsored model was only one potential move in the direction of “reforming” our pension plan, but it is reasonable to surmise that this will not be the last such attempt.

The lesson of the pension plan serves as a more general lesson for the membership of the DFA. We were able to preserve the plan because we showed that we were willing to stand together and—if necessary—go on strike to preserve it. The prospect of a strike at Dalhousie University influenced the timing of the provincial government’s announcement regarding solvency exemptions. While we can often seem like the former Yugoslavia (a loose confederation of almost independent states), the different units that make up the DFA do need one another in order to protect the wellbeing of the whole. In order to maintain the strength of the DFA for the next time

we need to demonstrate that strength, our membership needs to be more engaged with the DFA on an ongoing basis, instead of only every three or so years, when we enter into collective bargaining.

Don’t worry. I am not asking you to volunteer to serve on the Executive Committee, the Grievance Committee, the Pension Advisory Committee, or any of the other very worthwhile committees that can always benefit from an infusion of new participants (although if you are inclined to volunteer, I will not consider that a bad thing!). I am merely asking that you stay informed regarding DFA issues, and communicate with the DFA office when you hear of something that may affect our membership or the university community. Our Communications Officer, Karen Janigan, will be updating the website regularly, as well as tweeting and blogging about issues important to our membership. Add dfa.ns.ca to your regular surf through the pages where you get your information, or follow @dalfacultyassoc.

I believe that an engaged and informed membership may also encourage the administration to abandon the brinksmanship model of negotiations to which they’ve been committed for as long as I’ve been here, and, from what I’m told, for much longer than that. If they don’t see pushing us to a strike vote as a reasonable and routine gamble worth making, they may be required to rethink how they negotiate with us. It’s possible that I’m wrong in this theory, of course, but staying actively engaged with the union of which we are all members is worth doing, whether I’m right or not.

Finally, President’s Reports are opportunities to thank the people who make the year a success, even as accepting blame tends to be a more solitary activity. Our staff were invaluable in making sure that the negotiating team had what it needed in order to do its

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work. I thank Karen Janigan (Communications Officer), Barbara MacLennan (Professional Officer), Lynn Purves (Administrative Officer), and Linda Robertson (Administrative Assistant) personally, as well as on behalf of the negotiating team, the Executive Committee, and the membership at large. The negotiating team—David Mensink, Laurene Rehman, and Pierre Stevens—committed countless hours presenting our priorities to a Board of Governors' team that was not always as cooperative as we might have hoped. And, of course, Kevin Grundy was a model

of incisiveness, dedication, restraint, and determination as our chief negotiator. If you have not already done so, please be sure to thank all of these people. They represented your interests zealously, but also in a manner of which we can all be proud. Thank you for your support, your kind words, your solidarity, and your professionalism throughout the year. While this year has cost me some things, to be sure, the conduct of the DFA membership will stay with me as something we all got right.

Dalhousie University-World University Service of Canada (WUSC) Student Refugee Sponsorship Programme

By Theresa Ulicki, Faculty Advisor-DFA Representative

The DFA participates in this program that sponsors refugee students to come study at Dalhousie. Other partners include the Administration, Student Union, Bookstore, Alumni Association and Aramark. Together, we sponsor one or two students a year for an initial 12-month period; we have sponsored over 50 students since first joining the programme in 1981.

These students come from refugee camps where Canadian aid workers and their affiliates identified them as having sufficient ability and academic preparation to succeed in Canadian universities. The process of selection is highly competitive and takes from 18 to 24 months. Upon arrival in Halifax, the students begin the difficult process of adjusting to a new country and culture, and new academic demands, with the assistance of the committee members.

The two students we are currently sponsoring came from the Somalia, followed by a lengthy period of asylum in Dadaab and Kakuma refugee camps in Kenya. One is in the Faculty of Science and hoping to become a physician; the other is currently in Science but in the process of switching to Engineering. Both are adjusting extremely well to the many

demands upon them.

The committee has recently helped them file their taxes, register for summer classes, put together CVs, find accommodation and are in the process of trying to find part-time employment for the summer months and fill out student loan applications.

In the meantime, we are also beginning our part of the process to bring two new students here for the next academic year. There is a strong possibility that both new students will be female. With a few exceptions, the Dalhousie WUSC SRP has typically had male students in the past.

The program continues to do well, thanks in no small part to the generous and varied contributions of so many members of the University community and not least those of the DFA membership. If DFA members would like to become personally involved, they can assist with the students' orientation to Canada through offering to host them, showing them around Halifax on holidays or weekends or helping them in their studies. If you wish to help or need more information, please feel free to contact the committee at wusc@dal.ca.

South African Student Education Project (SASEP) at Dalhousie University

By David Black, DFA Representative

OVERVIEW

SASEP Purpose

From its inception, the purpose of the South 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 level at Dalhousie University.

History

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 total responsibility for the project and SASEP has been completely funded by the Dalhousie community.

Currently, contributions are made on an annual basis by the Dalhousie Student Union, the Dalhousie Faculty Association, 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, both International Research & Development (formerly Lester Pearson International) and the Department of International Development Studies have provided administrative and academic support to the project, and neither unit receives funding from the project to undertake SASEP responsibilities. Over the past two years, primary responsibility for the program has been taken over by a steering committee of DFA Faculty members who share an interest in Southern Africa.

SASEP covers the entire cost of student placements and is comparable to scholarship

funding provided by the Canadian International Development Agency (CIDA). The number of placements available is entirely dependent on successful fundraising efforts, and the length of academic study of scholarship recipients. In general, annual donations to SASEP are equal to the cost of supporting one student in full-time study per year.

As of April 2011, thirteen students from South Africa have been awarded graduate degrees under SASEP. More recently however, we have had some difficulty recruiting qualified South African students, as discussed below. This leads us to propose some changes in approach.

CURRENT ACTIVITIES

Administration

2010/11 was the first full year during which recruitment, selection and all academic matters were handled by the newly established SASEP Advisory Committee, which consisted of several faculty members chaired by Dr. Black. Dr. Gary Kynoch chaired the committee while Dr. Black was on sabbatical in the first half of 2011, and will take over as Committee chair on an ongoing basis in the fall of 2012. Support services for SASEP students, including visas, health insurance and housing, are to be provided by International Student & Exchange Services.

Recruitment

Historically, SASEP has been able to support, on average, one full-time student per year.

With the administrative transitions of the recent past, we were not successful in recruiting a suitably qualified candidate for September 2010 admission, despite a significant number of applicants. Moreover, while we offered a place to a highly qualified candidate for September 2011 admission to the MA in IDS program – an offer that was accepted – the candidate in question subsequently chose to accept an offer of

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admission from Cambridge University, and to withdraw her acceptance from Dalhousie. This meant that we were once again unable to recruit a qualified candidate for the 2011/12 academic year.

Proposed future directions.

In light of our difficulty in attracting applications from sufficiently qualified candidates over the past several years despite taking a flexible approach to admissions requirements, we have taken a pause from recruitment this year and will be proposing to the DFA and DSU Executives a broadening of the population from which we are able to recruit.

Specifically, we propose to broaden the pool of eligible candidates to students who are citizens of the Commonwealth countries of Southern Africa (South Africa, Botswana, Lesotho, Malawi, Mozambique, Namibia, Swaziland, Zambia, Zimbabwe).

We have found over the past several years that the South African students from whom we have received applications have typically not had the academic qualifications necessary for success in Dalhousie graduate programs, while at the same time we have had to turn away a number of highly qualified

candidates who are citizens of other Southern African countries – almost all of which have significantly greater educational needs than South Africa – who have heard about the program while pursuing their studies in South African universities.

Given both the limited demand from South African students, and the apparent demand, and need, from students in other regional countries, we would like to propose that the program's terms of reference be changed to allow us to offer places to students from this broader pool of Southern African countries. We will be taking this issue up with the new DFA and DSU executives in coming months.

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 internationalism that underscores the strengths and outlook of the Dalhousie community. We hope that this community will continue to support this program 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 ongoing challenges.

Association-Board Committee

by Mark Lewis, DFA Nominee & Co-Chair

The Functions of the Association-Board Committee (ABC) are set out in Article 8 of the DFA-Board Collective Agreement: The ABC considers matters of interpretation or application of the Collective Agreement. It has three nominees each from the DFA and Board, and operates by concurrent majority.

In practice the agenda of the ABC largely concerns 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.

Administration Nominees

In 2011-2012, Jasmine Walsh (Director, Academic Staff Relations) was the Board Co-Chair and Robert Summerby-Murray (Dean, Faculty of Arts) and Sandy Logan (Academic HR Administrator) were Board Nominees.

The ABC agenda is often lengthy and most agenda items relate to matters such as waivers of advertising and extensions for limited-term appointments, extensions to time-lines, appointment renewals and special salary increases. As long as proper information is

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provided the committee is able to deal with most matters in a thorough and efficient manner. When proper information is lacking the business of ABC can drag on.

Difficult Issues

In the April 2011 Annual Report, it was noted that Waivers of Advertising that come late to ABC (i.e., after Members have already taken up their appointment) had been causing some difficulty. There has been progress made on this front, but it is worth noting that DFA members are able to have a direct impact on this issue through their work on the various local hiring committees.

Recently special salary increases have proven to be a difficult issue. The Collective Agreement in the Memorandum of Understanding in Appendix XII dictates that Category A and Category B increases are to be balanced and the Board has had some difficulty in accomplishing this; however, there has been some progress made to resolving some of these difficulties late in the academic year.

Staff Matters

The nominees to ABC also receive a copy of a monthly *Staff Matters*, a document that details all academic staff changes – appointments, promotions, tenure, sabbaticals etc. We examine this document, together with supporting documentation, query missing documentation and, sometimes, note that the Collective Agreement is about to be violated if a proposed action is taken. In those circumstances, we insist that the matter be brought to the next ABC meeting to be dealt with properly. Steps have been taken to streamline this process; however, in some instances the problem of missing documentation persists longer than we are comfortable with.

Access Issues

This past academic year brought a wrinkle to ABC that is only dealt with on an occasional basis as the DFA was in the process of negotiations and on the precipice of a strike/

lock-out. Both parties recognize that some work that occurs on campus needs to be addressed regardless of the labour situation and the ABC, under Article 34 of the Collective Agreement, processed applications for access to do such work prior to a potential strike or lockout.

The ABC received approximately 60 access requests in the event of a strike/lockout and met three times during a short time frame in early March to review the applications and to decide whether the requests met the specific criteria outlined in 34.03. Approximately, a third of the requests were approved and a number were given access in emergency situations only.

Clause 34.03 states, “In the event of a work interruption, lock out or legal strike, Members who require access to University facilities in order to prevent irreparable damage (such as danger to human, plant or animal life or decomposable material) shall be granted such access”. Those requests that were rejected did not meet the criteria as there seemed to be some misunderstanding around the criteria; the phrase “irreparable damage” refers to ongoing research and work related matters. For instance, where someone else in a lab could fill in for a Member, or when an experience could be put on hold for the duration of a strike, the irreparable damage standard is likely not met and access will likely be denied. The ABC also approved Members for essential services.

Of course, there will always be differences of opinion at ABC about how some matters should be treated, or how the Collective Agreement should be interpreted. When such differences of opinion occur, the nominees from both sides work in a professional and respectful manner in the effort to resolve those situations.

Dalhousie University Employee Benefits Committee

No report available

Dalhousie University Transportation and Security Committee

By Gwendolyn MacNairn, DFA Representative

This is an advisory committee to the President through the Vice President Finance and Administration to make recommendations on parking, cycling, security, transportation demand management, ride sharing, etc.

Terms of Reference, meeting minutes and current parking fees are located on: <http://fm.dal.ca/security/parkingservices.htm>. Current Reports and Plans are available from the Office of Sustainability: http://www.dal.ca/dept/sustainability/resources/Reports_and_Policies.html

Meetings are scheduled monthly from September through June, on the third Tuesday morning of each month. There were several additional meetings scheduled due to the current transportation planning initiatives.

Fall Term

The Transportation Demand Management (TDM) report was submitted by the external consultant, reviewed and discussed at public meetings and the revised final version was submitted in December. Additional initiatives included an Institutional Cycling Plan and negotiations with HRM to establish an employer-sponsored Bus Pass Plan.

Winter Term

Suggestions made during the discussions were folded into a Master Cycling Plan and a Transportation Action Plan. The goals are to: improve student and employee health; reduce greenhouse gases; increase parking and fleet efficiency; and be a solutions-based community leader. Both plans present short-, medium- and long-term recommendations.

Background on recommendations

Every August, parking issues on campus become a common source of complaints. This year presented a turn for the worse with several unanticipated changes made during the month of August 2011 when many members were away: the Dunn

parking lot went from general parking to reserved, spots were given away by a poorly run lottery, and then a cap was placed on the number of general parking permits to be sold that caused long line-ups at the Security Office. After several days, the cap was removed to accommodate the large number of complaints. There was a push to use alternate transportation in the form of bikes and buses but it was too little, too late for many members to make the plans they needed for September 2011. What became obvious to everyone was that the growth of the university was creating transportation problems that needed to be addressed.

Updates for 2012, August and September

- 1) There will be a new online system to acquire parking permits for 2012-2013. Standing in line-ups to get parking permits will no longer be necessary but you will need a current Banner-ID to use the system.
- 2) Parking tickets are currently issued by HRM, with offending vehicles towed off site by Ace Towing. It has been proposed that we institute a Dalhousie ticket system and boot offending vehicles instead of towing them away.
- 3) The Dunn parking lot will continue to be a reserved lot for the coming year, but it should be noted that this was supposed to be a pilot project to test the concept of a reserve lot without assigning reserve spots. No meetings or surveys were conducted to assess its effectiveness. We can expect both meetings and surveys to take place in the coming year to improve communications between the VP Finance and Administration, and the faculty, staff and students.
- 4) New bike racks have been installed all around campus to accommodate more cyclists; and,

- 5) It is hoped that the much anticipated employee bus program will be ready to pilot.

Note: Parking fees for 2012-2013 have not yet been discussed. This will be done during the two remaining scheduled meetings for May and June.

Employment Equity Council

By Robin Whyte, DFA Representative

The Council met once in 2011-2012 academic year, on Monday October 31, 2011. The following were of note:

1. As a government body, Dalhousie University participates in and reports to the Federal Contractors programme which monitors the degree of representation of minorities or persons at risk of discriminatory exclusion. To achieve this faculty must respond to a census deployed by the faculty administrations in which the respondents identify themselves with respect to their standing with respect to the relevant categories. Government now requires an 85% response to this census which will require some major additional work on behalf of the administration to achieve this compliance.
2. The removal of the term "mandatory retirement", previously present in the Statement on Prohibited Discrimination has now been removed. The Dalhousie University Statement on Prohibited Discrimination has now been changed to include 'age' as one of the grounds on which discrimination was prohibited. This removes the earlier reference to mandatory retirement on grounds of age, which has contravened the Nova Scotia Human Rights Act revision since 2009.
3. Among other policy revisions, the Dalhousie Diversity Faculty Award was signed in 2011, which is an award to faculties in support of faculty recruited

from historically under-represented groups, to improve the overall approach to diversity in the recruitment and hiring of faculty at Dalhousie.

Dalhousie Environmental Health & Safety Committee

Cindy Penney, DFA representative

The Environmental Health and Safety (EH&S) Committee meets on the third Thursday of the month. Membership includes university appointees and representatives from employee and student groups. The DFA appointees include one Professorial and one Instructor member.

The Committee's purpose is "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."

The Office of EH&S informs the Committee about issues and activities. Ray Ilson is the director. It is located at 1391 Seymour Street, 494-2495, email SafetyOffice@Dal.ca. Information about the committee can be found at http://safety.dal.ca/committees/joint_committee.

The committee has an interest in physical safety within the Dalhousie community and encourages feedback from DFA members regarding health and safety issues. Workshop safety, thermal comfort, autoclaves, and an occupational health nurse/medical surveillance program are some of the ongoing issues.

The Committee presents an Annual Environmental Health and Safety Award to recognize significant accomplishments in campus EH&S.

2011-2012 Strike Committee

By Mandy Kay-Raining Bird, Strike Co-ordinator

The Strike Committee was formed from the Job Actions Committee. Work on the Job Actions Committee began in the fall. Strike Committee work began in January with the identification of the Strike Coordinator. The table lists members of the Strike Committee, and subcommittees.

The Job Actions Committee, later the Strike Committee, met initially every two weeks. The frequency increased to once a week in February. We were completely ready to launch the strike first thing March 12; but were glad a settlement was reached before that was necessary. Thank you to everyone who volunteered, including those who gave up a Saturday morning to assemble picket signs. It was very inspiring to see everyone pull together and demonstrate a true spirit of collegiality.

Activities of the committee included renting and equipping Strike Headquarters, planning and preparing for picketing, scheduling picketers, planning and scheduling alternate duties for those who could not picket, planning for food and beverage preparation and distribution, budgeting and paying for strike preparations and activities, and assisting the Communications Officer and President of the DFA in communicating with Members, students, other organizations (e.g., unions, CAUT) and the public.

The Strike Coordinator and the members of the subcommittees of the Strike Committee have prepared reports with recommendations that will be submitted to the Executive Committee for consideration. These reports outline how to increase strike preparedness in the future. One key recommendation is to develop a manual that will include explicit guidance for future work on strike preparedness.

Strike Committee	
Strike Coordinator	Mandy Kay-Raining Bird
Communications, Chair	Michael Kieft
Communications, External	Anthony Stewart
Communications, Internal	Michael Kieft Jeff Karabanow
Communications, Students	Neera Datta Marjorie Stone Jennifer Volsky Rushton Isaac Saney
Communications, Electronic	Neera Datta Steve Aiken Barb Hamilton-Hinch Jennifer Volsky Rushton Karen Janigan (Staff)
Picket Coordinator	Daniel Labrie
Pickets, Scheduling, Logs and Records	Tim Juckes Gwendolyn MacNairn
Picket Support, Information and Morale	Bruce Smith Isaac Saney
Budget	Sue Budge Mark Lewis Lynn Purves (Staff) Linda Robertson (Staff)
Wellness	Jennifer Volsky Rushton Susan Holmes Jeff Karabanow Jeanette Hung
HQ Setup and Management	Michael Moosberger Lynn Purves (Staff) Linda Robertson (Staff)

DFA Executive Committee 2012-2013

NOMINATING COMMITTEE:

Anthony Stewart (English) - Chairperson

Barbara Hamilton-Hinch (Health & Human Performance)

David Mensink (Counselling & Psychological Services)

The following persons have been elected by acclamation for positions on the 2012/2013 DFA Executive Committee:

President-Elect: Kevin Grundy (Chemistry)

Second Vice-President: Catrina Brown (Social Work)

Secretary: Cindy Penney (Physiology & Biophysics)

Treasurer: Sue Budge (Process Engineering and Applied Science)

Non-Bargaining Unit: Robin Whyte (Pediatrics/Medicine)

Members-at-Large (2 years) Term Ending April 2014:

Sarah Jane Dooley (Sexton Design & Technology Library)

Gianfranco Mazzanti (Process Engineering and Applied Science)

Shelley McKibbin (W. K. Kellogg Health Sciences Library)

David McNeil (English)

Laurene Rehman (Health & Human Performance)

They will join the following people on the 2012/13 DFA Executive Committee:

President: David Mensink (Counselling & Psychological Services)

Past President: Anthony Stewart (English)

Members-at-Large Term Ending April 2013

Andrea Chircop (Nursing)

Susan Holmes (Continuing Education)

Tim Jukes (Psychology)

Terry Mitchell (Dental Hygiene)

Mi Park (Sociology & Social Anthropology)

The 2012/13 DFA Executive will take office at the end of the Annual General Meeting