



ADDENDUM

The School of Dental Hygiene Entry into the DFA Collective Bargaining Unit

Kate MacDonald was the Director at the time. It was 1979, a year after the bargaining unit was formed, and Kate was endeavouring to obtain long overdue salary increases for the five full time dental hygiene faculty. The Dean at the time was not bending to approve the Director's proposal or willing to negotiate. (The School is part of the Faculty of Dentistry which has never become part of the bargaining unit.)

D I A L O G U E

When it came time for "merit pay" as it was then called, Professor MacDonald wanted the amount divided equally among the five faculty members, excluding the Director. The dean wanted the total amount to go to one teaching Professor.

Henceforth the School, and particularly Director MacDonald, would endure three long years of very difficult relations with the administration of the Faculty.

In 1980 a grievance was launched by the DFA on behalf of the School over the salary issue and the uncollegial and inequitable treatment by the dean.

Professor Kate MacDonald suffered medical problems soon after the grievance commenced and Professor Glenda Butt was asked to become spokesperson for the School. Many meetings ensued for the following two years including one memorable meeting in President Andrew MacKay's office with the dean and others present.

The grievance was won and on July 1st, 1982 the School of Dental Hygiene entered the bargaining unit with the blessing of all who had fought long and hard to achieve that goal. Kate MacDonald had endured much hardship during that time in the Faculty and deserves all the credit for the initiation of the School's efforts to join the majority of Dalhousie's academic units. Kate MacDonald's resignation as Director coincided with the School's entry into the bargaining unit, and she joined the DFA as a faculty member.

Submitted by:

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