



**Dalhousie Faculty Association**

*Celebrating 40 years of solidarity*

## **Negotiations Wrap Up**

**President's Bulletin: March 19, 2018**

### **Contract Ratified & Next Steps**

In early March, the Dalhousie University Board of Governors ratified the collective agreement that was tentatively agreed to by both sides on January 30, 2018. Over the coming months, the Association Board Committee, which is made up of representatives from the Dalhousie Faculty Association and Dalhousie administration, will work through the details of salary increases retroactive to July 1, 2017 and update the collective agreement for final signing. As we move ahead with the process, we will let you know when the final agreement will be available, and when you can expect to see the salary increases on your pay.

### **Thanks to the DFA Bargaining Team**

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 Juckes, Debbie Mellish, Shelley McKibbon, 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.

### **Bargaining Successes**

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. For full details of the new collective agreement, visit the [Member Login area](#) of the DFA's website (Collective Agreement > 2017 Collective Agreement).

Even with these advances, there is still much to be done for Dalhousie to address issues of equity, diversity and inclusion. For example, recent events occurring in the student union building confirm that racism still has a foothold on our campus (for a link to an open letter related to this incident [click here](#).)

### **Preparing for Next Round**

As we turn our attention to the next round of collective bargaining, I welcome your input, comments, and feedback. Your voice and participation is critical as we prepare to negotiate on behalf of our Membership.

In solidarity,

Darren Abramson  
President, Dalhousie Faculty Association

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[www.dfa.ns.ca](http://www.dfa.ns.ca)

twitter: @dalfacultyassoc

dfa.ns.ca 902 494-3722