

From the Dalhousie Faculty Association

To the students of Dalhousie

The DFA prefers to negotiate — but negotiations have failed
The DFA tried conciliation — but conciliators have failed

We don't want a strike—
but we will if that is the only way to
obtain a reasonable compromise

Salary positions last April

DFA

- (1) Cost of living increase to keep up with inflation.
- (2) "Steps" for achievement to keep up with inflation.
- (3) Real salaries to rise to 1978 levels by 1988

Board

- (1) No increase
- (2) Unchanged "steps"
- (3) No catch-up

Salary positions today

DFA

- (1) Inflation rate (4.9%) with increases rescheduled to minimize costs
- (2) Unchanged
- (3) Sharply reduced; only those making the minimum for their seniority to rise to 1978 level (Cost: 0.75% of total salary package)

Board

- (1) 2.88% increase; "inflation rate is irrelevant"
- (2) \$20.00 added to step
- (3) Nothing

Last April's position on financial (mis) management

DFA

- (1) The Dalhousie administration has run up a debt equal to 1/5 of our normal operating budget. In order to protect academic programs the DFA has proposed a system for making future decisions which will check such mismanagement by involving faculty and students.

Board

- (1) Refused to discuss this matter

Today's position on financial (mis)management

DFA

- (1) No change

Board

- (1) No change.

Pension positions last April

DFA

- (1) No pension "holiday." All pension funds to be used for pension benefits.
- (2) Scheduled improvements in benefits
- (3) Employees to share control of their pension plan.
- (4) Pension matters to be grievable.

Board

- (1) Pension "holiday" for Board: No contributions during Feb '84- March '85
- (2) No improvements needed
- (3) Administration to control pension plan.
- (4) No grievance possible.

Pension positions today

DFA

- (1) Money kept through pension "holiday" to be an interest-free loan to be repayed over 2 years.
- (2) Improvements delayed to minimize costs.
- (3) Unchanged
- (4) Unchanged

Board

- (1) Promises; but no legally binding commitment to repay.
- (2) Will consider recommendations from a strictly controlled fact-finder.
- (3) Unchanged
- (4) Severely limited grievances possible.

Definitions

"Strike:" individual DFA members stop working
"lock out" the Dalhousie administration forbids
all DFA members to work

Want to hear more? Please come by the DFA information table in the Student Union Building

What can you do? Write or phone: President MacKay 424-2511 or 423-3603
Office of the President, Dalhousie University, Halifax, N.S.

Chairman: Dr. A.G. Archibald 477-2122
Chairman of the Board of Governors, c/o the Office of the President (see above)

Keep your Student Council informed: 424-2146

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