



September 2, 2025

Dr. David Westwood
President
Dalhousie Faculty Association

Dear Dr. Westwood,

I want to follow up on informal conversations that happened last week. To resolve our current labour disruption, the Board is proposing the following:

1. arbitration on wages;
2. withdrawal of the Board proposal on:
 1. disciplinary records relating to the sexualized violence policy;
3. withdrawal of the DFA proposals on:
 1. academic scheduling policy
 2. health spending account
 3. hours of work for counsellors
 4. professional fees;
4. increase parental leave top up to offer faculty 52 weeks of paid leave (at 95%);
5. five (5) days of paid leave for Indigenous members to engage in traditional and cultural ceremonies and celebrations;
6. convert eight (8) limited term appointments to permanent positions; and
7. a letter of understanding (LOU) in which the parties commit to working together to find ten (10) additional daycare spaces for Dalhousie employees.

We ask the DFA to respond to this offer by noon on Thursday September 4, and we commit to not speaking publicly about this offer while under consideration by the DFA. If we can discuss this proposal, reach resolution and agreement on next steps, an end to the labour disruption could be jointly announced on Friday, September 5. Our shared commitment and obligations to new and returning students are at a critical point.

Sincerely,

Grace Jefferies
Vice-President, People and Culture

Cc: Jack Brown, Professional Officer, Dalhousie Faculty Association
Laura Neals, Assistant Vice-President, Labour and Employee Relations