

DALHOUSIE UNIVERSITY AND

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 3912

COLLECTIVE AGREEMENT

(PART-TIME ACADEMICS AND TEACHING ASSISTANTS)

2024 - 2027



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BETWEEN:

THE BOARD OF GOVERNORS OF DALHOUSIE UNIVERSITY

of the one Part

- and -

CANADIAN UNION OF PUBLIC EMPLOYEES Local

Union No. 3912

of the other Part

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COLLECTIVE AGREEMENT

September 1, 2024 to August 31, 2027

CUPE, Local 3912

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## Table of Contents

PREAMBLE .....	5
APPLICATION .....	5
ARTICLE 1 - DEFINITIONS.....	5
ARTICLE 2 - MANAGEMENT RIGHTS.....	6
ARTICLE 3 - UNION RECOGNITION .....	6
ARTICLE 4 – DISCRIMINATION, HARASSMENT and EMPLOYMENT EQUITY .....	7
ARTICLE 5 - MEMBERSHIP .....	8
ARTICLE 6 - CORRESPONDENCE .....	8
ARTICLE 7 - COPIES OF AGREEMENT.....	9
ARTICLE 8 - LABOUR MANAGEMENT COMMITTEE.....	9
ARTICLE 9 - RESOLUTIONS AND REPORTS OF THE EMPLOYER.....	9
ARTICLE 10 - GRIEVANCE PROCEDURE .....	9
ARTICLE 11 - ARBITRATION.....	13
ARTICLE 12 - EMPLOYEE ASSESSMENTS FOR PART-TIME ACADEMICS .....	13
ARTICLE 13 - DISCIPLINE & DISCHARGE .....	14
ARTICLE 14 - POSTINGS & HIRINGS (PART-TIME ACADEMIC WORK ASSIGNMENTS) .....	15
ARTICLE 15 - POSTINGS & HIRINGS (TEACHING ASSISTANTS, MARKERS & DEMONSTRATORS).....	18
ARTICLE 16 - PROBATION, PRECEDENCE AND PRIORITY .....	19
ARTICLE 17 - HOURS OF WORK.....	21
ARTICLE 18 - OFFICE SPACE & FACILITIES.....	21
ARTICLE 19 - HEALTH & SAFETY.....	23
ARTICLE 20 - ACADEMIC FREEDOM.....	23
ARTICLE 21 - LEAVES OF ABSENCE.....	24
ARTICLE 22 - VACATION PAY.....	24
ARTICLE 23 - GENERAL .....	24
ARTICLE 24 - NO STRIKE/LOCKOUT .....	25
ARTICLE 25 – SALARIES .....	25
ARTICLE 26 - TERM OF AGREEMENT .....	25
APPENDIX A – Positions Excluded from Bargaining Unit .....	27
APPENDIX B – Salaries – Part-Time Academics .....	28
Wages for Part-Time Academics shall be retroactive to September 1, 2025, or the date of hire, if later. ....	28
APPENDIX B – Salaries – Instructors .....	29
APPENDIX B – Salaries – Teaching Assistants / Markers / Demonstrators .....	30
APPENDIX C – Teaching Assistant Duties Form .....	32
APPENDIX D – Letter of Understanding – Problem-Based Learning- College of Pharmacy.....	34
APPENDIX E – Letter of Understanding .....	35
APPENDIX F – Letter of Understanding – Article 14.5.....	36
APPENDIX G – Letter of Understanding – Reporting of hours for Part-Time Academics .....	37
APPENDIX H – Letter of Understanding – TA/Marker/Demonstrator Work Assignments .....	38
APPENDIX I – Letter of Understanding – Orientation & Onboarding of new Members.....	39
APPENDIX J – Part-time Academic Performance Assessment.....	40

## PREAMBLE

The parties to this Agreement share a desire:

- (a) To establish and maintain an orderly collective bargaining relationship between the Employer and the Union;
- (b) To establish an effective and harmonious working relationship between the Employer and its employees represented by the Union;
- (c) To set for an Agreement covering wages, benefits, and other working conditions which shall supersede all previous agreements, arrangements, practices, or terms and conditions of employment between the Employer and employees represented by the Union.

## APPLICATION

The application of the provisions of this Agreement apply only, except where otherwise indicated, to interactions between the Employer and employees governed by the Agreement by virtue of the certification order, recognition clause and definition of Employee.

## ARTICLE 1 - DEFINITIONS

1.1 In this Agreement:

- (a) academic year – The period from July 1 to June 30 of the following calendar year inclusive of both dates.
- (b) academic degree granting program – Refers to a course leading to an academic credential; a degree, or diploma, or certificate conferred by Senate. For greater certainty, this does not mean or include non-credit courses or programs.
- (c) Agreement – The word "Agreement" when printed with an upper-case initial letter refers to the collective agreement entered into between the Union and the Employer.
- (d) bargaining unit – Bargaining unit is the bargaining unit defined in the certificate LRB No. 4196 and LRB No. 4246 excluding therefrom the positions described in Appendix "A".
- (e) casual employee – A casual employee, in the case of an employee who performs remunerated work as a teaching assistant, tutor, demonstrator or marker, shall mean an employee hired on a day-to-day basis, or as relief, for a period not to exceed 20 hours per fall, winter or summer term. A casual employee, in the case of an employee who performs remunerated work similar to a Part-Time Academic, shall mean an employee hired for a period not to exceed 6 class contact hours lecturing per fall, winter or summer term. In no event shall casual employees be used to provide all of the class contact hours for any course or program. Such casual employees are not members of the

bargaining unit and the provisions of the Agreement do not apply to them.

- (f) **day** – The word “day” means a working day, exclusive of Saturdays, Sundays and holidays.
- (g) Employee – The word “Employee” when printed with an initial upper-case letter, shall mean a member of the bargaining unit pursuant to the Certification Order who is a part-time employee at the University.
- (h) Employer – The word "Employer" when printed with an initial upper-case letter shall mean Dalhousie University and any person duly authorized by the University to act on its behalf under this Agreement.
- (i) Part-Time Academic – An Employee hired for remuneration under the provisions of the Agreement who has full or joint full responsibility for teaching a course in an academic degree granting program, **in person and/or online**, through the period of instruction and who teaches on a part-time basis to such an extent that would not cause the Employee to be under the jurisdiction of the Dalhousie Faculty Association.
- (j) President – The President of Dalhousie University or their designate.
- (k) Union – The word "Union" when printed with an initial upper-case letter shall mean CUPE, Canadian Union of Public Employees, Local 3912 representing Employees at Dalhousie.
- (l) Teaching Assistant – an employee hired to assist an instructor in the presentation and delivery of a course, who is required to directly interact with students and whose duties include a combination of the following: tutoring, marking, demonstrating, monitoring labs, conducting discussion groups/tutorials, proctoring, field trips and assisting with online teaching and other duties of a similar nature.
- (m) Marker – an hourly paid employee hired to mark and/or grade the written work of students.
- (n) Demonstrator – an hourly paid employee hired to assist students in the laboratory such as completing laboratory exercises, conducting laboratory demonstrations, and assisting in the setting up, and/or the taking down of the laboratory, and laboratory experiments.

## ARTICLE 2 - MANAGEMENT RIGHTS

- 2.1 All management rights, functions and prerogatives which have not been specifically modified or restricted by a provision of this Agreement are retained and vested exclusively in the Employer. In the exercise of its management rights, the University will not contravene the provisions of the Agreement.

## ARTICLE 3 - UNION RECOGNITION

- 3.1 The Employer recognizes the Union as the exclusive bargaining agent for all

members of the bargaining unit as defined by certificate LRB No.4196 (section 23) dated 16 September 1994, and as amended by LRB No.4246 (section 28) dated 27 April 1995 but excluding therefrom the positions described in this Appendix "A".

For greater clarity the parties agree that the positions listed in Appendix "A" are excluded from the bargaining unit.

- 3.2 The Union agrees that no employee or group of employees shall undertake to represent the Union to the Employer without proper authorization of the Union. In order that this may be carried out, the Union shall provide the Employer, in writing via e-mail, with the names and position titles of its officers and Union representatives, and the name of the CUPE National Representative.
- 3.3 The Employer shall provide the Union with the names via e-mail of all Employees in the bargaining unit who are recorded on the Payroll/Human Resource Information System as of the 4th week of the beginning of the Fall and Winter term, and as of the 3rd week of the 3rd and 4th terms. The listings shall include name, department, job classification or position title, wage or stipend, mailing address, telephone number, and Dalhousie e-mail address if available. The confidentiality of individual data shall be respected by the Union, which shall use the information only to contact members of the bargaining unit.
- 3.4 The Employer agrees to advise new Employees in writing that they are included in the bargaining unit represented by CUPE Local 3912 and that their employment is on the terms and conditions set out in the current Collective Agreement.
- 3.5 No member of the bargaining unit shall be required or permitted to make a written or verbal agreement with the Employer or their representative which conflicts with the terms of this Collective Agreement.
- 3.6 The Union shall have the right at any time to have the assistance of representatives of the Canadian Union of Public Employees when negotiating with the Employer, or dealing with any matters arising out of this collective agreement.

#### ARTICLE 4 – DISCRIMINATION, HARASSMENT and EMPLOYMENT EQUITY

- 4.1 The Employer and the Union agree that neither will discriminate against any Employee by reason of prohibited grounds of discrimination, in accordance with the *Nova Scotia Human Rights Act* and Dalhousie University's *Statement on Prohibited Discrimination*, as amended from time to time, except as may be permitted by the Human Rights Act, under the exceptions outlined in Section 6 of the Act or by reason of their membership or non-membership in the Union.
- 4.2 The Employer recognizes that its obligation to provide a working and learning environment free from prohibited discrimination includes the obligation to make accommodations for employees in instances where an employee's work environment has a discriminatory effect on the employee's ability to fully participate in work-related activities. Requests for accommodation made by Employees shall be considered in accordance with the University's *Accommodation Policy*, as amended from time to time.

- 4.3 The Employer and the Union are committed to a working and learning environment that is free from personal harassment in accordance with Dalhousie University's *Personal Harassment Policy*, as amended from time to time.
- 4.4 The Employer and the Union are committed to a working and learning environment that is free from sexual harassment in accordance with Dalhousie University's *Sexualized Violence Policy*, as amended from time to time.
- 4.5 An Employee alleging a violation of this Article may seek resolution through the Employer's policies referred to in Articles 4.1, 4.3, and 4.4.
- 4.6 The University and the Union are committed to address employment equity issues and recognize the need to discuss areas of mutual concern. The Union shall have the right to appoint a representative, with full standing, to the Council on Employment Equity. The representative appointed shall be entitled to a stipend of 3% of the starting stipend for Part-Time Academics for each academic year of service to the Council on Employment Equity.

#### ARTICLE 5 - MEMBERSHIP

- 5.1 No Employee is required to join the Union as a condition of employment. However, each Employee, whether or not a member of the Union, shall pay the equivalent of Union dues to the Union.

#### Deduction of Union Dues and Fees

- 5.2 The Employer shall deduct Union dues and initiation fees levied by the Union on its members. The Union shall indemnify and save the University harmless from all and any claims which may be made against it by an employee or employees for any amount deducted from pay as provided for in this article.

The Union shall provide the Employer with written direction authorizing deductions for members for any dues and initiation fees and any changes thereto before the Employer is required to make deductions.

- 5.3 Deductions shall be forwarded by direct remittance to the Union National Office not later than the 10th day of the following month for which the dues were levied. The Employer shall also provide the Secretary-Treasurer, CUPE National Office and the Union Local office with a list of the names, and job classification or position title of employees in the bargaining unit from whose salary the deductions have been made not later than the 10<sup>th</sup> day of the following month for which the dues were levied.
- 5.4 The Employer will identify on the T4 slip the amount of Union dues paid by each Employee for the applicable income tax year. The Union will not issue receipts to Employees for Union dues paid.

#### ARTICLE 6 - CORRESPONDENCE

- 6.1 All correspondence between the Employer and the Union arising out of this agreement or incidental thereto, shall pass via e-mail to and from the Employer and the CUPE Local 3912 office. The appropriate Vice-President(s) of the Union whose

name and contact information shall be provided by the Union to the Employer shall be copied on all such correspondence.

#### ARTICLE 7 - COPIES OF AGREEMENT

- 7.1 The Employer will provide each Employee with access to an online copy of the Agreement. Part-Time academics will receive a link to the online Agreement in their initial appointment letters and Teaching Assistants will receive a link to the online Agreement in their Teaching Assistants Duties Form.

#### ARTICLE 8 - LABOUR MANAGEMENT COMMITTEE

- 8.1 The Employer and the Union shall establish a Labour Management Committee consisting of up to four (4) representatives appointed by the Employer, one of which will be from the Agricultural Campus, and up to four (4) representatives appointed by the Union, one of which will be from the Agricultural Campus. In circumstances where the President of the Union is not a member of the Labour Management Committee, the President of the Union may also attend and participate as an additional representative at Labour Management Committee meetings upon advance notice to the Employer. The Employer may have an additional representative at the meetings if necessary for parity. When required, the employer will facilitate the participation of all representatives through video or audio conferencing.
- 8.2 The Committee shall attempt to foster good communication and effective working relationships between the parties. The Committee will be a forum for either party to raise and discuss operational concerns. The Committee shall not substitute for, not interfere with, regular procedures and decision-making mechanisms. The Committee shall not have the power to add to, modify, or amend this Agreement.
- 8.3 Minutes of each meeting of the Committee shall be prepared and submitted by the Employer prior to the next meeting.

#### ARTICLE 9 - RESOLUTIONS AND REPORTS OF THE EMPLOYER

- 9.1 The Employer agrees to continue to post the Dalhousie University Budget approved by the Board of Governors, a copy of Dalhousie University's annual Financial Report, and a copy of the Auditor's Report online.

#### ARTICLE 10 - GRIEVANCE PROCEDURE

##### 10.1 Definition of Grievance:

For the purpose of this Agreement, a grievance shall mean a dispute arising concerning the interpretation, application, or administration of the Agreement, whether between the Employer and the Union or between the Employer and any Employee covered by this Agreement, alleging a violation of the Agreement. All grievance correspondence shall pass between the Employer and the CUPE Local 3912 Office with copy to the appropriate Vice- President(s) of the Union or designate who is responsible for the grievance. The Employer shall be notified by the Union of the Vice-President(s) or designate who is responsible for the grievance.

## 10.2 Process Requirements:

- (a) Subject to Article 10.2, for any grievance, the steps and time limits provided in the grievance procedure, identified throughout Article 10, including Articles 10.4, 10.5 and 10.6, **can be extended by mutual agreement of the parties.**
- (b) If a grievance is not processed in compliance with the required steps and time limits, the grieving party shall be deemed to have withdrawn and abandoned the grievance. No matter can be submitted to arbitration which has not been carried through all steps of the grievance procedure.
- (c) Where no response is given within the time limits specified, **and where no extension has been requested**, the grieving party may submit the grievance to the next step of the grievance procedure.
- (d) In the event an Employee is incapacitated and unable to initiate a grievance within the time limits, the time limits to initiate the grievance will be extended by the Employer for a further **fourteen (14)** days, upon the Employee attesting to the details of incapacitation resulting in the Employee's inability to initiate the grievance or direct the Union in this regard.
- (e) Correspondence between the Union and the Employer in this Article may be e-mail correspondence provided that all required grievance documents, including grievance forms and letters of response, are independently created and provided as attachments to e-mail.

## 10.3 Group, Union, or Employer Grievance:

A Group grievance is a grievance involving more than one Employee in one or more Faculties. It shall be initiated at Step 2(a) of the Formal Resolution Stage of the grievance procedure.

A Union grievance is a grievance involving the Union as a whole. It shall be initiated at Step 2(a) of the Formal Resolution Stage of the grievance procedure.

An Employer grievance is a grievance lodged by the Employer against the Union or any Employee. It shall be initiated at Step 2(b) of the Formal Resolution Stage of the grievance procedure.

## 10.4 Employee Grievance:

An Employee grievance, other than discharge, shall first be presented at the Informal Resolution Stage of the grievance procedure, as set out in Article 10.5.

In the event of discharge the Employee must initiate their grievance at Step 2(a) of the Formal Resolution Stage of the grievance procedure.

## 10.5 Informal Resolution Stage - Employee grievance (other than discharge)

An Employee who feels they have a grievance shall first discuss the matter with the immediate supervisor within **thirty (30)** days of the incident or event giving rise to the

grievance or of the date the grievor should reasonably have been aware of the incident or event, whichever is later. The Employee shall have a Union representative present during such discussion, and it is the responsibility of the Employee to contact the Union representative. The Employee shall provide the immediate supervisor with the information as outlined in subsections (1) to (4) of Step 1 of the Formal Resolution Stage of this grievance procedure. The immediate supervisor shall provide the Employee with an answer within five (5) days.

Discussions at the Informal Resolution Stage are without prejudice. In the event the immediate supervisor fails to respond within those five (5) days, the Employer is deemed to have given a negative response and the Informal Resolution Stage is deemed complete.

When the grievance cannot be settled by the Informal Resolution Stage, the Employee may refer the grievance to Step 1 of the Formal Resolution Stage of the grievance procedure.

## 10.6 Formal Resolution Stage:

### STEP 1 - Employee grievance (other than discharge)

Failing satisfactory settlement at the Informal Resolution Stage, the Employee may initiate a grievance at Step 1 provided they file the grievance with the Employer within fifteen (15) days of the completion of the Informal Resolution Stage, namely within fifteen (15) days of the negative response or deemed negative response whichever is earlier.

When the Employee decides to file a grievance, the grievance shall be presented in writing, through the Union, to the Dean of the appropriate Faculty, or their designate, with copies to the **Vice-President, People and Culture** and the **Director, Labour and Employee Relations**. The written grievance must include the following:

1. a written outline of the grievance detailing the facts surrounding the incident or event which gave rise to the grievance and the names of the parties involved;
2. reference to the articles of the Agreement which are alleged to have been breached;
3. the remedy suggested;
4. the signature of the Employee, a Union representative, and the date the grievance was signed.

The Dean or their designate may arrange a meeting with the Employee. The Dean may invite other Employer representatives, including the Employee's immediate supervisor, to meet with the Employee, who shall be accompanied by a Union representative. It is the responsibility of the Employee to contact the Union Representative.

The Dean will forward their decision in writing, to the Union, with a copy to the Employee, within fifteen (15) days of the day on which the grievance was presented to them. Copies will also be provided to the **Vice-President, People and Culture**

and the **Director, Labour and Employee Relations**. In the event that a response is not provided within this time limit, the Employer is deemed to have given a negative response to the grievance.

Step 1 is complete when the Dean or their designate has forwarded their decision in writing to the Union or when the Employer is deemed to have given a negative response to the grievance.

#### STEP 2(a) - Employee, Group or Union Grievance

Within fifteen (15) days of Step 1 being complete the Employee or Union may present the written grievance to the **Provost and Vice-President Academic**, or their designate. The Employee, through the Union, shall include the written grievance and copies of all material generated at Step 1.

In the event of a Group or Union grievance, the grievance shall be filed with the Employer within and not later than fifteen (15) days of the incident or event giving rise to the grievance or of the date the grievor should reasonably have been aware of the incident or event, whichever is later.

In the event of discharge the Employee must submit their grievance, in writing, within five (5) days immediately following the discharge.

The **Provost and Vice-President Academic**, or their designate, shall convene a meeting with the grievor(s), the Union representative involved in processing the grievance, and another Union representative, if desired, to discuss the grievance and shall give their response to the grievance in writing within fifteen (15) days of receipt of the grievance at Step 2(a).

Step 2(a) is complete when the **Provost and Vice-President Academic**, or their designate has forwarded their decision, in writing, to the Union or when the Employer is deemed to have provided a negative response to the grievance.

#### STEP 2(b) - Employer Grievance

In the event the Employer elects to file a grievance, it shall be filed with the CUPE Local 3912 President or their designate within and not later than fifteen (15) days of the incident or event giving rise to the grievance or of the date the Employer should reasonably have been aware of the incident or event, whichever is later. The CUPE Local 3912 President or their designate shall provide the Employer with an answer to the grievance in writing within fifteen (15) days of receipt of the grievance and shall provide copies to the **Vice-President, People and Culture**, and the **Director, Labour and Employee Relations**. In the event the Union does not reply in writing within the time limit, the Union is deemed to have given a negative response to the grievance. The Employer shall indicate the nature of the grievance, the facts surrounding the grievance, the names of the parties involved, the resolution sought, the signature of the Employer representative and the date the grievance was signed.

Step 2(b) is complete when the CUPE Local 3912 President or their designate has forwarded the response in writing to the Employer or when the Union is deemed to have given a negative response to the grievance.

**10.7 No bargaining unit member in a supervisory capacity will be required to participate in proceedings relating to the employment of another bargaining unit member. In no way does this relieve the bargaining unit member of any other supervisory duties and responsibilities.**

**10.8 A grievor can elect to attend or not attend any step of the formal grievance process. A grievor may be required to attend arbitration.**

**10.9 In some circumstances, the Union may request to proceed directly to Step 1 of the formal process. The request will be made to the Director of Labour and Employee Relations. No request will be unreasonably denied.**

#### ARTICLE 11 - ARBITRATION

11.1 Failing satisfactory settlement at Step 2 (a) or (b) of Article 10, the grievance may be referred to arbitration which shall be done within and not later than thirty (30) days of the date on which Step 2 (a) or (b) response is sent to the CUPE Local 3912 Office with copy of the appropriate Vice-President(s) who were identified to the Employer by the Union under Article 10.

#### 11.2 Agreement on an Arbitrator:

In the event the Employer or the Union seeks to refer a grievance to arbitration, the notice shall be made in writing via registered mail, indicating the name of an arbitrator who may be appointed by mutual agreement. If the parties fail to agree to an arbitrator, the appointment shall be made by the Minister of Labour upon the request of either party.

#### 11.3 Power of the Arbitrator:

The Arbitrator has the power to determine whether a grievance is arbitrable. The decision of the Arbitrator is final and binding, excepting that it is subject to review under the appropriate procedures for Judicial Review.

The Arbitrator does not have the power to add to, alter, or amend the Agreement in any way.

The Arbitrator shall convene as soon as reasonably possible after being constituted and shall render a decision within sixty (60) days of the conclusion of the hearing.

#### 11.4 Expenses:

The fees and expenses of the Arbitrator shall be shared equally between the Union and the Employer.

#### ARTICLE 12 - EMPLOYEE ASSESSMENTS FOR PART-TIME ACADEMICS

12.1 The purpose of academic performance assessment by the Employer is twofold:

- (i) To assess the Part-Time Academic's performance and to thereby assist the Part-Time Academic in developing and improving their skills; and

- (ii) To ensure a standard of acceptable employee performance.
- 12.2 The work performance of a Part-Time Academic will be assessed once per academic year. The performance assessment will be conducted by the appropriate Department Head, Chair, or Director. In faculties where there is no Department Head, Chair, or Director, the assessment will be conducted by the Dean or their designate.
- 12.3 Part-Time Academics shall be given at least twenty (20) days' notice that a performance assessment is to be conducted. Such assessment shall take place at a mutually agreeable time. A performance assessment that is not completed within ninety (90) days following the availability of data from a Senate-approved student rating of instruction tool shall not be used to remove a Part-Time Academic from the precedence list.
- 12.4 If an assessment report is prepared by the Employer, it shall be placed in the Part-Time Academic's file. The Part-Time Academic shall be given an opportunity to acknowledge that they have reviewed such assessment by signing the copy to be filed. The Part-Time Academic may attach comments related to the performance assessment report.
- 12.5 In the event that a student completes a Senate or Faculty Council approved evaluation on a Part-Time Academic, the evaluation results may be included in the Part-Time Academic's file in a form that does not reveal the student's identity to the Part-Time Academic. Student evaluation results placed in the Part-Time Academic file will be included in the assessment of performance, insofar as is appropriate, and each class of opinion shall be given due and fair consideration and no class of opinion shall be given undue or unfair consideration or weight.
- 12.6 In the event course time is required to complete a student evaluation form, the Employer shall provide the Part-Time Academic with five (5) days' notice in advance of the class.

#### ARTICLE 13 - DISCIPLINE & DISCHARGE

- 13.1 An Employee may be disciplined or discharged for just cause.
- 13.2 If a meeting where a disciplinary action is to be communicated to an Employee is called by the Employer, the Employee shall have the right to be accompanied by a Union representative.
- 13.3 Whenever reasonably possible, the Supervisor shall notify an employee of a complaint directed to the Dean or supervisor concerning the Employee.
- 13.4 Notwithstanding Article 13.1, the Employer shall have the right to dismiss an Employee during the probationary period of the Employee without using the discipline or discharge procedures prescribed in this Article 13. The dismissal of an Employee during the Employee's probationary period shall only be the subject of a grievance if such dismissal is exercised in a manner that is arbitrary, discriminatory, or in bad faith.
- 13.5 Upon three (3) University business days written notice to the department head or

designate, an Employee shall have the right to view the Employer's employee file on them, except for confidential references and except for student evaluations where the form of the evaluation could identify the student.

- 13.6 At the request of the Employee, copies of the material in the file, which the Employee has a right to view, shall be provided to the Employee at their expense.
- 13.7 An Employee's disciplinary record shall be removed from their file after they work for 24 calendar months as a member of the bargaining unit with no further disciplinary action recorded. If the Employer is required to investigate allegations concerning an Employee prior to the expiry of 24 calendar months of work as a member of the bargaining unit, the disciplinary record of the Employee will be maintained until the investigation is completed.

#### ARTICLE 14 - POSTINGS & HIRINGS (PART-TIME ACADEMIC WORK ASSIGNMENTS)

14.1 The Employer shall be required to post the following positions:

- (a) Part-Time Academic work assignments; and
- (b) Instructor positions listed in Appendix "B".

All such positions are, for the purposes of this Article 14 referred to as "Part-Time Academic" positions and the probation and precedence provisions contained in this Article 14 and in Article 16 shall apply.

- 14.2 When the Employer determines that an academic work assignment is available for a Part-Time Academic, the assignment shall be posted electronically at the University and may be concurrently advertised elsewhere.
- 14.3 A copy of the posting shall be available electronically to CUPE Local 3912 for information only.
- 14.4 To the extent feasible, posting shall be for ten (10) days.
- 14.5 Postings shall detail the work assignment, the location (municipality) of the work assignment, the application deadline and the requirements for the position including qualifications, experience and attributes required, including teaching effectiveness.
- 14.6 Applications in response to postings shall be submitted in writing.
- 14.7 Subject to Article 14.13(b), persons applying for a part-time academic position who meet the requirements of Article 16 shall have precedence for appointment based on the number of credit courses previously taught on a part-time basis at Dalhousie University providing they meet the requirements for the position as outlined in the job posting. In the event that more than one applicant has equal precedence under this provision, the final recommendation for appointment shall be made by the Department Chair to the Dean.
- 14.8 In the event a posted Part-Time Academic work assignment is not filled through the posting procedure, the Employer will address the Part-Time Academic work

assignment as the Employer deems appropriate.

- 14.9 (a) In the event of an emergency situation such as, but not limited to, resignation, death, serious illness, withdrawal of the assigned professor or higher than anticipated student enrolment, the Employer shall, where it is practicable in the circumstances to do so, choose from the applicant pool and shall then follow the procedures set out in Article 14.7 and will report its choice to the Union. If there is no qualified candidate who has applied to the posting and who is immediately available, the Employer will address the Part-Time Academic work assignment as the Employer deems appropriate.
- (b) An emergency situation is defined as a vacancy that occurs within five (5) working weeks of the start date of the course assignment.
- 14.10 (a) All offers of employment as a Part-Time Academic are conditional upon sufficient student enrolment in the course and approval by the Employer.
- (b) If a Part-Time Academic course is cancelled after an offer of employment has been made by the university, and accepted by the applicant, the applicant shall be paid a cancellation stipend of one hundred and fifty dollars (\$150.00) or two hundred and fifty dollars (\$250.00) if cancellation occurs within two (2) weeks prior to the start of classes, during the Fall or Winter terms only.
- (c) A Part-Time Academic may be appointed to academic work assignment totaling to fifteen (15) credit hours during the academic year. During the September to April period, the total number of credit hours shall not exceed twelve (12) credit hours, with a maximum of six (6) credit hours in either the Fall or Winter term. During the Summer terms, the total hours shall not exceed twelve (12) credit hours during any academic year.
- 14.11 (a) Successful applicants will be notified of their academic work assignment in writing as soon as possible in advance of a scheduled commencement of employment. Successful applicants will inform the Employer, in writing, as soon as possible after receipt of the academic work assignment letters and advise whether or not they accept the position.
- (b) Prior to the commencement of the Part-Time Academic work assignment made in accordance with Article 14.7, candidates on the precedence list may request the name of the successful candidate from the Department Chair, Head or Director, and the name shall be provided. The Department Chair, Head or Director will also endeavour to provide feedback to unsuccessful candidates on the precedence list, upon request, provided that the request is made no later than one (1) week after the commencement of the Part-Time Academic work assignment.
- (c) (i) A Part-Time Academic with precedence who has accepted assignments totaling the maximum number of credit hours in a term as provided for in Article 14.10(c), may apply for a subsequently posted position within the same term. If, in accordance with Article 14.7, the Part-Time Academic is the successful candidate, they shall inform the relevant department(s) that they have accepted the subsequently posted academic work assignment

and will not be taking up the earlier assignment.

(ii) A Part-Time Academic may apply for an assignment under 14.11(d)(i) only once in an academic year.

(iii) Any resulting vacancy shall be filled in accordance with Article 14.9.

14.12 Notwithstanding the foregoing provisions of this Article 14, the Employer, without posting and without following precedence, may assign:

(a) up to **five (5)** Part-Time Academic work assignments in an academic year to persons who are post-doctoral fellows or full-time academics who have retired; and

(b) up to twelve (12) credit hours of Part-Time Academic teaching to each individual doctoral student during their doctoral program at Dalhousie University. Precedence shall not be credited for any Part-Time Academic appointments under Article 14.12(b).

(c) The Employer will notify the Union of appointments under Article 14.12(a) and (b) at the time it provides the precedence list under Article 14.14(a).

14.13 (a) Notwithstanding the foregoing provisions of this Article 14, the Employer, without posting, may assign any Part-Time Academic assignment, provided that it is offered to the qualified individual with the highest precedence within the Department in which the Part-Time Academic assignment is being offered. Should that individual decline the offer, subsequent offers may be made, provided that such offers are made to individuals with precedence within the Department, and in order from highest to lowest precedence. **The Employer will make every reasonable effort to communicate assignments for the next academic year by June 1 of each year.**

(b) Any qualified Part-Time Academic who is on the precedence list and desires to teach a course in a new department (in which they have not taught in the last three years) must provide written notification and their curriculum vitae to the Department Head, Chair or Director where they wish to be considered for this internal hiring process, and copied to [Academic.Staff.Relations@dal.ca](mailto:Academic.Staff.Relations@dal.ca). The Member will be considered in cases where this notification has been received in the 12 months prior to the Part-Time Academic assignment, and prior to any offer being issued.

14.14 (a) By January 31 in each year, the Employer shall provide to the Union a precedence list, which as of January 2007 shall be updated to count all courses completed by December 31 of the preceding year. Any questions regarding the accuracy of the precedence list shall be directed to the Employer within three weeks of the date the Union received the list. Agreed upon amendments shall be made by March 1 if possible. Once amended, the list shall be considered to be accurate and shall be effective until the following March 1.

(b) Effective September 2001, when an individual who has held part-time academic work assignments at Dalhousie University is appointed to a limited term position

at Dalhousie University under the terms of the collective agreement with the Dalhousie Faculty Association, one and one half of the credits taught in each year of such appointment shall be counted for purposes of precedence.

ARTICLE 15 - POSTINGS & HIRINGS (TEACHING ASSISTANTS, MARKERS & DEMONSTRATORS)

15.1 The Employer shall be required to post the following positions:

(a) Teaching Assistant positions; and

(b) Marker and Demonstrator positions which are for a full term or longer.

All such positions are, for the purposes of this Article 15 referred to as "Teaching Assistant" positions and the probation and priority provisions contained in this Article 15 and in Article 16 shall apply.

15.2 When the Employer determines that a Teaching Assistant position is available, the position shall be posted electronically in the Department offering the position. This may occur by email or by posting to a departmental website.

15.3 A copy of the posting shall be provided to the CUPE Local 3912 office for information only.

15.4 To the extent feasible, postings shall be for **ten (10) days**.

15.5 Postings shall detail the Teaching Assistant position, the location (municipality) of the work assignment, the application deadline, the applicable hourly category for Teaching Assistant assignments (e.g., TA130) or the approximate number of hours for Marker and Demonstrator positions, and the requirements for the position including qualifications, experience and attributes required.

15.6 Persons applying for Teaching Assistant positions shall have priority for appointment based on the number of Teaching Assistant assignments previously held providing they meet the requirements for the position as outlined in the job posting. Priority for Teaching Assistant positions will operate only within the department/**school/multidisciplinary program**. In the event that more than one applicant has equal priority under this provision, the final recommendation for appointment shall be made by **the supervisor or course coordinator**. Successful applicants will be notified of their Teaching Assistant assignment(s) as soon as possible, and normally at least one week in advance of the commencement of the assignment.

15.7 For purposes of this Article, a **three credit course** Teaching Assistant assignment shall be credited as **one priority point** and a **six credit course** Teaching Assistant assignment shall be credited as **two priority points**.

15.8 No person shall have priority for appointment to a Teaching Assistant **assignment** until that person has held and completed **two Teaching Assistant assignments over two academic terms**.

15.9 (a) **Effective September 1, 2026, each department/school/program will create a**

**priority list. This priority list will be based on Teaching Assistant assignments between September 1, 2023 and September 1, 2026. The priority list will be generated thereafter, on an annual basis by September 1 of each year. This list shall be considered to be accurate and shall be effective until August 31 of the following year.**

**(b) Teaching Assistants will be removed from the priority list if they have not held any Teaching Assistant assignments in the department/school/multidisciplinary program in the preceding three (3) academic years**

15.10 Notwithstanding the foregoing provisions of this Article 15, where a posting includes more than one full Teaching Assistant position within a department or more than one half Teaching Assistant position within a department, the department shall determine which position is offered to an applicant provided that persons with the greatest priority are appointed to positions before persons with less priority or no priority.

15.11 All offers of employment as a Teaching Assistant are conditional upon sufficient student enrolment in the course and approval by the Employer.

15.12 In the event of an emergency situation such as, but not limited to, resignation, death, serious illness, withdrawal of the assigned Teaching Assistant or higher than anticipated student enrolment, the Employer shall, where it is practicable in the circumstances to do so, choose from the applicant pool and shall then follow the procedures set out in this Article 15 and will report its choice to the Union. If there is no applicant pool, no qualified applicant or no qualified applicant who is immediately available, the Employer will address the Teaching Assistant position as the Employer deems appropriate.

15.13 Notwithstanding the foregoing provisions of this Article 15, the Employer may appoint, without posting and without regard to priority, persons to Teaching Assistant positions provided that Teaching Assistant position is:

- (a) Required for the program in which the student is enrolled; or
- (b) Committed in writing to a student as part of the recruiting process with respect to a particular student.

15.14 In the event a posted Teaching Assistant position is not filled through the posting procedure the Employer will fill the Teaching Assistant position as the Employer deems appropriate.

15.15 All offers of employment for Teaching Assistant positions shall be made in writing and include: the term(s) of the appointment; the applicable hourly category for Teaching Assistant assignments (e.g., TA130) or the approximate number of hours for Marker and Demonstrator positions; and a link to the CUPE collective agreement.

#### ARTICLE 16 - PROBATION, PRECEDENCE AND PRIORITY

16.1 (a) A new Part-Time Academic shall be on probation until they have taught Part-

Time Academic work assignments equivalent to nine (9) credit hours extending over at least two academic years.

- (b) Following the successful completion of the probationary period, a Part-Time Academic shall be placed on the precedence list.
- 16.2
- (a) Teaching Assistants, Markers and Demonstrators who are appointed to assignments for a full term or longer shall be on probation until they have completed one (1) term of work and have been appointed and have commenced an assignment for a second term.
  - (b) All other persons in the bargaining unit shall be on probation until they have completed fifty (50) hours of work.
- 16.3 Precedence ceases to apply if:
- (a) a Part-Time Academic has been dismissed and not reinstated under Article 10; or
  - (b) a Part-Time Academic has not taught at Dalhousie University within the last four (4) academic years, with the following exceptions:
    - i. At the Union's written request and with the agreement of the Employer, in exceptional circumstances a one (1) year extension to the four (4) year period may be granted if the Part-Time Academic is continuously unavailable for work for two academic terms of that year. By November 1 in each year the Union shall submit all such requests with supporting documentation to the Director, Academic Staff Relations; or
    - ii. At the member's written request, precedence shall be frozen if the Member is unavailable to work as the result of the birth or adoption of a child for the duration of the leave, up to the maximum as defined by the Nova Scotia Labour Standards Code. The member shall submit supporting documentation to the Director, Academic Staff Relations by November 1, in the academic year following the birth or adoption. A member may request one (1) extension for every birth or adoption of a child.
  - (c) a Part-Time Academic has received unsatisfactory performance assessments in accordance with Article 12 for two of four consecutive academic years. Notice shall be provided to the Union in writing within 14 days when a Part-Time Academic has been so removed from the precedence list.
- 16.4 A period of paid office or employment, not to exceed one (1) year, with CUPE at the National, Regional or Local level that prevents a Part Time Academic from teaching will not be included within the four (4) year period referred to in Article 16.3(b). In accordance with this Article, the Union shall inform the Employer by December 31 of the name of the Part-Time Academic who is to remain on the precedence list for the additional year.

## ARTICLE 17 - HOURS OF WORK

- 17.1 (a) Teaching Assistants shall be hired in assignments having an expectation to work within one of the hourly categories described in Appendix "B". No Teaching Assistant who is registered as a full-time student shall be required to work more than an average of ten (10) hours per week over a semester of thirteen (13) weeks (a total of one hundred thirty (130) hours per semester).
- (b) Teaching Assistant position duties shall be as described in the job posting and as may be elaborated by the supervising faculty member or faculty designate ("Supervisor"). This shall not preclude a revision in duties within the allocation of hours provided for in Article 17.1(c).
- (c) The Supervisor shall meet with Teaching Assistants, individually or as a group, to discuss the duties to be completed and the anticipated hours. This should occur prior to the beginning of the work assignment where possible, and in no case later than fourteen (14) days after the start of the assignment. An outline of the duties and the anticipated hours shall be confirmed on the Teaching Assistant Duties Form in Appendix "C" and shall be signed by the Teaching Assistant and the Supervisor who shall each retain a copy and one copy shall be retained by the Department. Normally no more than the equivalent of fourteen (14) hours should be allocated by the Supervisor to any single week in a semester of thirteen (13) weeks unless the course activities require this, in which case the hours in excess of fourteen (14) shall be noted in the outline or in any mutually agreed upon revision.
- (d) It is the responsibility of the Supervisor to assign duties that can reasonably be completed within the assigned hours. Priorities may change during the assignment, and the Supervisor shall have the right to reallocate time applied to duties and to substitute or revise duties without changing the total number of hours. It is the responsibility of the Teaching Assistant to ensure that the duties are completed within the assigned hours and that any concerns are communicated to the Supervisor in a timely manner.
- (e) The Supervisor and the Teaching Assistant will confer at least once during the assignment to determine whether any adjustments to the outline are required.
- (f) Teaching Assistants shall not be required to work in excess of contracted hours unless by mutual agreement with the Supervisor. Where unexpected work is pre-authorized by the Supervisor in excess of the total hours for that assignment and the Employee agrees to do the unexpected work, the work shall be paid on an hourly basis at the applicable Teaching Assistant hourly rate.
- 17.2 If a dental hygienist is required to work for a full day, that day shall consist of seven and one half (7.5) hours excluding a one (1) hour lunch period.

## ARTICLE 18 - OFFICE SPACE & FACILITIES

- 18.1 The Employer agrees to provide the Employees with the use of space, facilities, services and equipment as determined by the employing department as available for

the performance of their duties and responsibilities, including for the purposes of meeting with students. Individual member concerns relating to office space should be brought to Labour Management Committee. The Labour Management Committee will address the concerns within a three (3) month period.

- 18.2 The Employer will permit, with its approval where required, the posting of notices on notice boards concerning CUPE 3912 meetings, nominations, elections, lists of officers and representatives, job posting, union social events and other matters which have been approved by the Union.
- 18.3 Provision will be made for Employees to receive mail in the department in which they are employed.
- 18.4 Part-Time Academics who retain precedence shall be entitled to library card privileges and a Dalhousie e-mail account.
- 18.5 (a) For any conferences or workshops that the Employer requires a Part-Time Academic attends, the Employer shall pay for all related expenses such as travel, meals, accommodation and registration in accordance with the Employer's policies and rates.
- (b) The University and the Union acknowledge the importance of professional development for Part-Time Academic faculty. The Employer shall provide a fund up to a maximum of **\$20,000** per academic year with awards up to a maximum of **\$1000** per **application**. The awards will be evaluated and granted on a first-come, first-served basis. The fund shall be used to support **pedagogical training, pedagogical materials and support, including but not limited to printers filing cabinets, online teaching technology. It shall also be used to support** employees presenting papers or participating in panels at academic conferences and/or attending relevant professional development opportunities **or workshops. These funds can also be utilized towards academic activities and/or for paying Membership fees for professional associations**. Proposals shall be approved by the **Provost and Vice President, Academic** or designate on the recommendation by the appropriate Dean. To be eligible, the Part-Time Academic must be on the precedence list and have held a Part-Time Academic appointment within the 12 months preceding the conference and/or event. Successful applicants will be notified in writing with a copy to the union.
- (c) At the end of each fiscal year, any funds remaining under Article 18.5(b) will be used to reimburse eligible applicants presenting papers or participating in panels at academic conferences and/or teaching and learning conference not initially funded in order of application date.
- 18.6 At the end of the fiscal year, the University shall provide the Union with a report detailing the disbursement of professional development funds. The Employer will continue to provide Accidental Death and Dismemberment Insurance and Occupational Medical Accident Insurance in force on the signing of this Collective Agreement.

Note: Employer will provide a letter of understanding that it will make available to

the Union an office at no cost in order to facilitate the orderly administration of this Collective Agreement. The office will be equipped with electrical outlets and a telephone outlet. The Union will be responsible for any telephone charges, including long-distance tolls.

#### ARTICLE 19 - HEALTH & SAFETY

- 19.1 The Employer, the Union, and the Employees shall comply with the Nova Scotia Occupational Health & Safety Act/Regulations, and any amendments made to this Act throughout the duration of this Agreement.
- 19.2 The Employer has two Environmental Health & Safety Committees established in accordance with the Occupational Health & Safety Act, one for the Halifax campuses and one for the Agricultural campus. The composition of these Committees shall be one (1) member from each employee group or bargaining unit and an equal number of Employer representatives.
- 19.3 The Union may select one (1) Employee representative to serve on the Halifax committee and one (1) Employee representative to serve on the Agricultural campus committee. Representatives shall request alternates to participate in their absence. When required, the Employer will facilitate the participation of all representatives through video or audio conferencing. The representatives appointed shall be entitled to a stipend of 3% of the starting stipend for Part-Time Academics for each academic year of service to the Environmental Health & Safety Committees.

#### ARTICLE 20 - ACADEMIC FREEDOM

- 20.1 The Parties recognize and affirm that academic freedom is essential to the fulfillment of the purpose of Dalhousie University in the search for knowledge and the communication of knowledge to students, colleagues and society at large. The Parties agree that academic freedom carries with it a corresponding responsibility on the part of Employees to use their freedom responsibly, with due concern for the rights of others, for the duties appropriate to the Employee's university appointment, and for the welfare of society. Academic freedom does not confer legal immunity, nor does it diminish the obligation of Part-Time Academic employees to meet the duties and responsibilities of their assignment.
- 20.2 Part-Time Academics with primary responsibility for presenting or designing a course shall be accorded academic freedom to present or design a course insofar as the employee abides by the course design, contents and methods of delivery as determined by the Employer. Notwithstanding the foregoing, the Employer reserves the right to specify what teaching materials are to be used in order to conform to course descriptions, programs curriculum and requirements to meet academic objectives of the academic unit and/or the Employer. In academic units where it is the practice to consult with academic staff with respect to texts and course syllabi for coordinated, multi-section courses, this practice will be extended to Part-Time Academics assigned to teach such courses where it is practicable in the circumstances to do so.

## ARTICLE 21 - LEAVES OF ABSENCE

- 21.1 A Part-Time Academic or Teaching Assistant shall be granted leave of absence for up to three (3) class hours per assignment per term due to illness and there will be no loss of pay from the remuneration received by the Part-Time Academic employee or Teaching Assistant provided that the Part-Time Academic or Teaching Assistant ensures that all course material will be covered by the end of the term. Additional leave due to illness may be approved by the Dean or their designate in exceptional circumstances.
- 21.2 A Part-Time Academic or Teaching Assistant shall be granted leave of absence for up to three (3) class hours per assignment due to a death in their immediate family and there will be no loss of pay from the remuneration received by the Part-Time Academic employee or Teaching Assistant provided that the Part-Time Academic or Teaching Assistant ensures that all course material will be covered by the end of the term.
- 21.3 Clinical Instructors shall be granted leave of absence for up to two (2) days of work per term because of illness or a death in the family and there will be no loss of pay from the remuneration received by the Clinical Instructor.
- 21.4 Jury, pregnancy, parental, adoption and domestic violence leaves shall be granted in accordance with the Nova Scotia Labour Standards Code.
- 21.5 If an Employee attends an academic conference, the Employer and Employee shall make all reasonable efforts to reschedule the Employee's duties to another appropriate time when the Employee is able to attend, or to make such other arrangements as may be agreed to by the Dean or their designate.

## ARTICLE 22 - VACATION PAY

- 22.1 All Employees shall be entitled to an additional 6 % of salary as vacation pay to compensate the Employee for vacation pay and to be in lieu of time off with pay. Vacation pay shall be included as part of an Employee's regular salary payment.

## ARTICLE 23 - GENERAL

### Deemed Resignation

- 23.1 Any Employee who is absent from work without authorization for more than three (3) consecutive class hours, and does not establish that a request for such authorization was not possible due to circumstances beyond their control, shall be deemed by the Employer to have resigned without notice effective the commencement of the absence. The Employer in reviewing an Employee's explanation shall reasonably assess the validity of the explanation given.
- 23.2 Part-Time Academics shall retain ownership of their lectures and any lecture materials exclusively created by them for use in teaching assigned courses unless they have agreed otherwise. Lectures and lecture materials shall not include, among other things, items such as syllabi, course outlines, examinations, tests and assignments. Copies of lectures and any lecture materials (but not speaker's notes),

in appropriate form, shall not be withheld when a request is made in response to the Employer's legal duty to accommodate a student.

- 23.3 The Employer agrees that departmental policies and practices for providing Teaching Assistants to full-time faculty will apply to Part-Time Academics.

#### ARTICLE 24 - NO STRIKE/LOCKOUT

- 24.1 It is agreed that there shall be no strikes as defined in the Trade Union Act during the duration of this Agreement.
- 24.2 It is agreed that there shall be no lockouts by the Employer for the duration of this Agreement.
- 24.3 The University agrees it will not direct Employees covered by the Collective Agreement to perform work during lawful strikes or lockouts that would normally be carried out by other employees on strike or locked out.

#### ARTICLE 25 – SALARIES

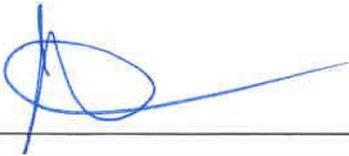
- 25.1 The Employer will pay Employees in accordance with Appendix "B" attached hereto.
- 25.2 All Employees shall be paid by direct deposit and each Employee shall notify the Payroll unit in Human Resources of their account for this purpose. On each pay day, each Employee can access an itemized electronic statement of their wages for the pay period, including the type and amount of all earnings and all deductions.
- 25.3 Notwithstanding Article 26, Term of Agreement, all negotiated changes to the Collective Agreement shall be effective from the date of signing with the exception of negotiated increases to salaries which are retroactive to the applicable date in Appendix "B".

#### ARTICLE 26 - TERM OF AGREEMENT

- 26.1 This Collective Agreement shall be in effect for a term beginning on September 1, 2024, to and including August 31, 2027, and shall be renewed thereafter unless either party gives the other party notice in writing to commence collective bargaining. Such notice may be given within the period of two months preceding the expiry date of the Collective Agreement.
- 26.2 Within thirty (30) days after notice to commence collective bargaining has been served, or such further time as the parties may agree, the parties shall meet and commence to bargain collectively with one another in good faith. The provisions of this Collective Agreement shall continue in force until a new Collective Agreement is signed or a legal right to strike or lockout occurs, whichever comes first.

IN WITNESS WHEREOF the parties hereto have signed this Collective Agreement  
at Halifax, Nov Scotia this 27 day of February **2026**.

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 3912



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Witness to CUPE Local 3912

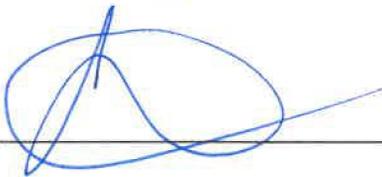
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Witness to CUPE Local 3912

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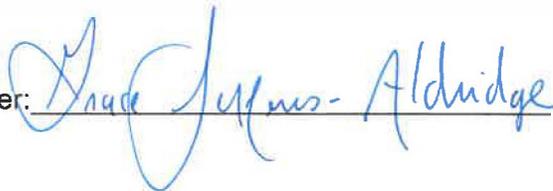
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BOARD OF GOVERNORS OF DALHOUSIE UNIVERSITY



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Witness to Board of Governors of  
Dalhousie University

per: 

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Witness to Board of Governors of  
Dalhousie University

per: 

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## APPENDIX A – Positions Excluded from Bargaining Unit

- (A) Directors, Assistant Directors, Chairpersons, or Heads of Schools, Centres, Departments or Institutes with the University
- (B) All positions listed in Appendix A; all positions within EXAD; all positions within DPMG.
- (C) Part-Time Academics in the Faculties of Law, Architecture, Computer Science, and Engineering except for Part-Time Academics in the Faculty of Engineering who teach Complementary Studies Courses and who are not Engineers, Architects or Computer Scientists.
- (D) Persons from another institution seconded to Dalhousie who are not remunerated by Dalhousie.
- (E) Employees who are at Dalhousie by virtue of a joint appointment.
- (F) Employees in the Faculty of Dentistry and in the Clinical Departments in the Faculty of Medicine except for employees in the School of Dental Hygiene.
- (G) Persons whose remuneration is solely and exclusively paid from external sources.
- (H) Persons who are required to engage in practice teaching as part of their academic curriculum requirements and who do not receive any remuneration.
- (I) Staff Lawyers and Community Legal Workers at Dalhousie Legal Aid.
- (J) Persons holding the following types of teaching or research appointments: adjunct, honorary, post- retirement (up to a maximum of ten an academic year), visiting and persons conducting teaching and/or research activities pursuant to secondments from other institutions.
- (K) Employees covered by existing collective agreements as of March 23, 1993 between Dalhousie University and other trade unions.
- (L) Persons excluded by paragraphs (a) and (b) of subsection 2 of Section 2 of the Trade Union Act, Chapter 475 of the Revised Statutes of Nova Scotia, 1989.
- (M) Casual employees.

APPENDIX B – Salaries – Part-Time Academics

Part-Time Academics	1-Sep-24	1-Sep-25	1-Sep-26
Starting Stipend	\$8,000.00	\$8260.00	\$8260.00
Stipend after 14 half credit courses ***	\$8,750.00	\$9,034.38	\$9,034.38

Notes:

Stipends are per course (i.e. 3 credit hours)

All salaries are inclusive of 6% vacation pay.

For stipend purposes, credit will be given for all credit courses taught at Dalhousie University on a full or part-time basis prior to the signing of this Agreement.

Part-time Academics will be paid no less than the above-noted salaries; however additional remuneration may be paid if:

- market factors relative to the discipline warrant such remuneration; or
- extraordinary circumstances result in a sudden and substantive change to the part-time academic assignment.

In all such cases, Dalhousie will advise the union of any Part-time Academics paid such additional remuneration and the reasons for such additional remuneration.

Part-time Academics being paid above the above-noted salaries will continue to be paid at such rates for current assignments.

Wages for Part-Time Academics shall be retroactive to September 1, 2025, or the date of hire, if later.

APPENDIX B – Salaries – Instructors

Instructors (per hour)	1-Sep-24	1-Sep-25	1-Sep-26
Nursing	\$50.44	\$52.08	\$53.77
Dental Hygiene	\$45.71	\$47.19	\$48.73
Physiotherapy & Occupational Therapy	\$51.29	\$52.96	\$54.68
Music & Theatre	\$74.12	\$76.53	\$79.02
Pharmacy	\$52.66	\$54.37	\$56.14

Notes:

All salaries are inclusive of 6% vacation pay.

Instructors will be paid no less than the above-noted salaries; however additional remuneration may be paid if market factors relative to discipline warrant such remuneration. Dalhousie will advise the Union of any Instructors paid such additional remuneration and the reasons for such additional remuneration.

Incumbent Dental Hygienists will continue to be paid in accordance with current practices in the School of Dental Hygiene.

Wages for all employees shall be retroactive to September 1, 2024, or the date of hire, if later.

APPENDIX B – Salaries – Teaching Assistants / Markers / Demonstrators

	Number of Hours	1-Sep-24	1-Sep-25	1-Sep-26
<b>Teaching Assistant Assignment per Term</b>				
Teaching Assistant (TA25)	25	\$824	\$850	\$878
Teaching Assistant (TA35)	35	\$1,153	\$1,190	\$1,229
Teaching Assistant (TA45)	45	\$1,482	\$1,530	\$1,580
Teaching Assistant (TA65)	65	\$2,141	\$2,210	\$2,283
Teaching Assistant (TA90)	90	\$2,964	\$3,060	\$3,160
Teaching Assistant (TA110)	110	\$3,623	\$3,740	\$3,863
Teaching Assistant (TA130)	130	\$4,281	\$4,420	\$4,565
<b>Teaching Assistant Assignment per Academic Year</b>				
Teaching Assistant (TA110)	110	\$3,623	\$3,740	\$3,863
Teaching Assistant (TA180)	180	\$5,928	\$6,120	\$6,320
Teaching Assistant (TA260)	260	\$8,562	\$8,840	\$9,129
Teaching Assistant Hourly Rate:		\$32.93	\$34.00	\$35.11
<b>Markers &amp; Demonstrators</b>				
Markers & Demonstrators Rate per Hour:		\$24.78	\$25.59	N/A

Notes:

All salaries are inclusive of 6% vacation pay.

Number of Hours: e.g., TA90 means a Teaching Assistant in an assignment having an expectation to work 90 hours during a term; TA180 means a Teaching Assistant in an assignment having an expectation to work 180 hours during an academic year.

Other Teaching Assistant assignments with different hours of work expectations may be agreed upon by the Labour Management Committee and pro-rated salaries shall apply.

Wages for Teaching Assistants shall be retroactive to September 1, 2025, or the date of hire, if

later.

Wages for Markers & Demonstrators shall be retroactive to September 1, 2024, or the date of hire, if later.

**The parties agree that, effective August 31, 2026, there will be no Markers and/or Demonstrators. These marking and demonstration duties will be performed by Teaching Assistants.**

APPENDIX C – Teaching Assistant Duties Form

Article 17.1- Dalhousie/CUPE 3912 Collective Agreement (2024-2027)

Employee Name:									
Course:									
Department Contact for Administrative Purposes:									
Term(s) (circle one):	All	W	F/W	SPR	SUM	SPRG/SUM	Year:		
Total Hours (circle one):	25	35	45	65	90	110	130	180	260

Duties	Details	Hours
Preparation:		
In-class duties (lectures, tutorials, seminars, lab work, field trips, etc.)		
Office duties (office hours if required, meetings with supervisor, etc.)		
Marking, Grading, Invigilating		
other (specify)		
TOTAL HOURS (must equal Total Hours circled above) :		

Note weeks that require more than 14 hours (Article 17.1c): \_\_\_\_\_

Comments:
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Employee's Signature

Date

Supervisor's Signature

Date

CUPE Collective Agreement (2024-27) can be found at: [www.dal.ca/collectiveagreements](http://www.dal.ca/collectiveagreements)

Pursuant to Clause 17.1(f), Teaching Assistants shall not be required to work in excess of contracted hours unless by mutual agreement with the Supervisor. Where unexpected work is pre-authorized by the Supervisor in excess of the total hours for that assignment, and the Employee agrees to do the unexpected work, the work shall be paid on an hourly basis at the applicable Teaching Assistant hourly rate.

Copy to Employee, Supervisor and Department

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**APPENDIX "D"**

**Letter of Understanding**

**Problem-Based Learning- College of Pharmacy**

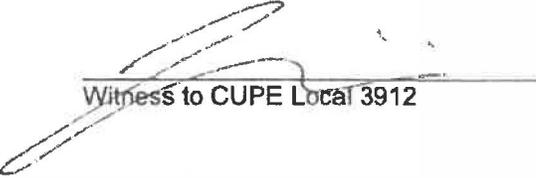
**Non-Student Teaching Assistants**

The parties agree that the non-student teaching assistants in the College of Pharmacy in the Problem-Based Learning (PBL) Curriculum will not be subject to the hourly categories outlined in Appendix "B" of the Collective Agreement.

IN WITNESS WHEREOF the Parties hereto have signed this Letter of Understanding at Halifax, Nova Scotia this 23 day of January, 2023.

**CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 3912**

per: Cameron Elz

  
\_\_\_\_\_  
Witness to CUPE Local 3912

**BOARD OF GOVERNORS OF DALHOUSIE  
UNIVERSITY**

per: AKing

  
\_\_\_\_\_  
Witness to Board of Governors of  
Dalhousie University

APPENDIX "E"

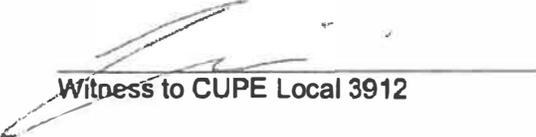
Letter of Understanding

The University acknowledges that increases to teaching assistant salaries in Appendix "B" should not result in a corresponding decrease to a scholarship which has been committed to a graduate student. The Union acknowledges that the University can only fulfill this principle in respect of funding committee by the Faculty of Graduate Studies from the Faculty of Graduate Studies scholarship budget or Killam scholarship funds. The Union acknowledges that scholarships may be adjusted for other reasons.

IN WITNESS WHEREOF the Parties hereto have signed this Letter of Understanding at Halifax, Nova Scotia this 23 day of January, 2023.

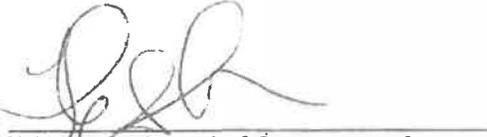
**CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 3912**

per: 

  
Witness to CUPE Local 3912

**BOARD OF GOVERNORS OF DALHOUSIE  
UNIVERSITY**

per: 

  
Witness to Board of Governors of  
Dalhousie University

APPENDIX "F"

Letter of Understanding

Article 14.5 – Board/CUPE Collective Agreement

The University and the Union acknowledge the addition of the new wording "teaching effectiveness" to Article 14.5 of the University/CUPE Collective Agreement for the term September 1, 2020 to August 31, 2024. The University and the Union also acknowledge that a Performance Assessment Form for Part-Time Academics has been accepted by both sides, which will be administered and used effective from the first day of the month following the date of the ratification of the Collective Agreement by the Union.

The parties agree that the Performance Assessment Form lists the primary criteria for defining "teaching effectiveness" for the application of Article 14.5, and should the University wish to consider additional criteria, the University will communicate the additional criteria to the Union for purposes of amending the Performance Assessment Form.

Any amendment to the Performance Assessment Form will require the agreement of both the University and CUPE.

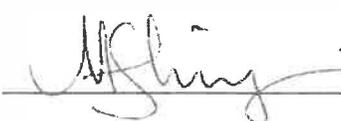
IN WITNESS WHEREOF the Parties hereto have signed this Letter of Understanding at Halifax, Nova Scotia this 23 day of January, 2023.

**CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 3912**

per: 

  
\_\_\_\_\_  
Witness to CUPE Local 3912

**BOARD OF GOVERNORS OF DALHOUSIE  
UNIVERSITY**

per: 

  
\_\_\_\_\_  
Witness to Board of Governors of  
Dalhousie University

APPENDIX "G"

Letter of Understanding

Reporting of hours for Part-Time Academics

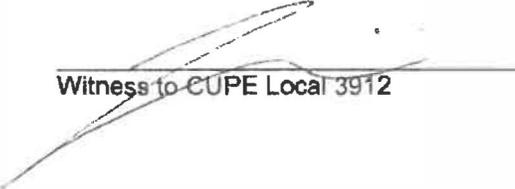
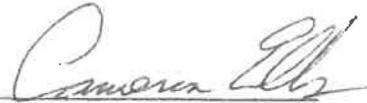
The Employer and the Union agree as follows:

- 1) Upon request, the Employer shall issue records of employment (ROE) to Employees.
- 2) Each Part-Time Academic assignment of a half credit course is deemed to be 300 hours of work.
  - a. If the assignment in question is more or less than a half credit course, the amount of hours shall be pro-rated accordingly.
  - b. Notwithstanding the above, if a Part-Time Academic can demonstrate that they have worked more than 300 hours, the ROE will reflect their actual hours worked, up to a maximum of 445 hours per half credit course.
- 3) The parties agree that this agreement is strictly for Employment Insurance purposes only and is without prejudice to the positions of the parties, and shall in no way affect the interpretation, application, and administration of the Collective Agreement provisions and any University policies and practices, and shall not be relied on or referred to in any proceedings other than those under the Employment Insurance Act or Regulations.
- 4) This determination reflects an agreement arrived at by the Employer and the Union, under the *Employment Insurance Act*.

IN WITNESS WHEREOF the Parties hereto have signed this Letter of Understanding at Halifax, Nova Scotia this 23 day of January, 2023.

**CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 3912**

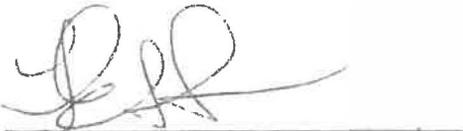
per:



Witness to CUPE Local 3912

**BOARD OF GOVERNORS OF DALHOUSIE  
UNIVERSITY**

per:



Witness to Board of Governors of  
Dalhousie University

APPENDIX "H"

Letter of Understanding  
TA/Marker/Demonstrator Work Assignments

The Employer and the Union agree that a committee shall be constituted within 60 days of the ratification of this agreement to review and:

- 1) make recommendations to improve the process of notification of work assignments for TA, Marker and Demonstrator positions (including but not limited to timeliness, required forms, and appointments made under Clause 15.13); and
- 2) consult with Marker and Demonstrator members regarding their work duties to ensure compliance with the definitions as provided in Article 1 and make recommendations for remedies as appropriate.

Each party shall appoint three members to this committee. The Union and Employer will co-chair such meetings and will alternate chairing each meeting, and may, by mutual agreement, invite guests to provide information to the committee.

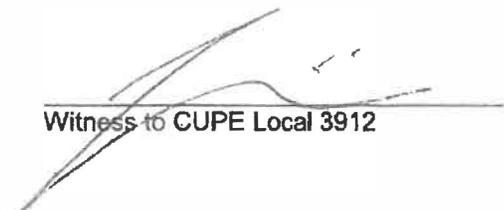
Committee recommendations will be made to Academic Staff Relations within six (6) months of the ratification of this agreement, and implemented, where possible, within the following three (3) months. The Committee may agree to extend these timelines, where appropriate.

The Employer and the Union may enter into a Memorandum of Agreement with regards to the committee recommendations.

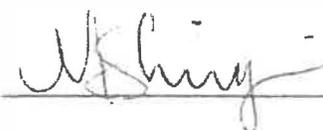
IN WITNESS WHEREOF the Parties hereto have signed this Letter of Understanding at Halifax, Nova Scotia this 23 day of January, 2023.

**CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 3912**

per: 

  
Witness to CUPE Local 3912

**BOARD OF GOVERNORS OF DALHOUSIE  
UNIVERSITY**

per: 

  
Witness to Board of Governors of  
Dalhousie University

**APPENDIX "I"**

**Letter of Understanding  
Orientation & Onboarding of new Members**

The Employer and the Union agree that a committee shall be constituted within 60 days of the ratification of this agreement to review and make recommendations to improve the processes and practices associated with the orientation and onboarding of new Members. Each party shall appoint three members to this committee. The Union and Employer will co-chair such meetings and will alternate chairing each meeting, and may, by mutual agreement, invite guests to provide information to the committee.

Committee recommendations will be made to Academic Staff Relations within six (6) months of ratification of this agreement, and implemented, where possible, within the following three (3) months. The Committee may agree to extend these timelines, where appropriate.

The Employer and the Union may enter into a Memorandum of Agreement with regards to the committee recommendations.

IN WITNESS WHEREOF the Parties hereto have signed this Letter of Understanding at Halifax, Nova Scotia this 23 day of January, 2023.

**CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 3912**

per: Cameron [Signature]

[Signature]  
Witness to CUPE Local 3912

**BOARD OF GOVERNORS OF DALHOUSIE  
UNIVERSITY**

per: [Signature]

[Signature]  
Witness to Board of Governors of  
Dalhousie University

## Appendix J - Part-Time Academic Performance Assessment

Faculty: \_\_\_\_\_  
 Department: \_\_\_\_\_  
 Name and Rank: \_\_\_\_\_  
 Current Academic Year: \_\_\_\_\_  
 Assignment(s): \_\_\_\_\_

Indicate experience as a Part-Time Academic:

- 1-3 Years
- 4-7 Years
- 8-12 Years
- Beyond 12 years

*In addition, you may append a summary of academic work for the current academic year including courses taught, publications, and service.*

### Part I – Part-Time Academic Self-Assessment

Each Part-Time Academic at Dalhousie University will complete this self-assessment annually. The completed self-assessment is an opportunity for part-time colleagues to present her/his perspective on teaching, and will form an essential component in the assessment of teaching performance by her/his Department Head, Chair, Director, Dean or designate.

***Provided below are indicators intended to guide your responses. You may respond to the indicators that you think are applicable to your approach to teaching and/or, you may wish to insert your own indicators.***

SELECTED INDICATORS	ONE OR TWO POINTS TO ILLUSTRATE HOW I MEET THESE CRITERIA
<p style="text-align: center;"><b>MOTIVATION</b></p> <p>For example, strategies used to stimulate student interest in the course material.</p>	
<p style="text-align: center;"><b>COMMUNICATION</b></p> <p>For example, clear definition of learning outcomes; strategies to facilitate student-professor communication inside and outside of class.</p>	

<p><b>TEACHING AND LEARNING STRATEGIES</b></p> <p>For example, strategies to engage students actively in the learning process; adaptation of teaching strategies to the learning needs of students.</p>	
<p><b>ASSESSMENT</b></p> <p>For example, fair and accurate assessment of student learning; clear, constructive, and timely feedback.</p>	
<p><b>REFLECTION</b></p> <p>For example, regular re-evaluation of teaching methods and activities; participation in professional development for teaching improvement.</p>	

**Identified Goals for Future Teaching Assignments**

1. \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_
2. \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_
3. \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**Signed:** \_\_\_\_\_ **Date:** \_\_\_\_\_  
 Part-Time Academic

## Part II – Performance Assessment

(To be completed by the Department Head, Chair, Director, Dean or designate)

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### Professional Practice

#### **Motivation and Communication**

1. Are the defined learning outcomes consistent with the goals of the teaching assignment?
2. Are the defined learning outcomes communicated to students and reflected in course materials and practice?
3. Does the communication style support student learning?

Rating: please ch (1= needs development; 2= meets expectations; 3= exceeds expectations)

**Rating of 1 must be explained.**

Strengths, areas for improvement, and recommended actions for improvement:

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#### **Teaching and Learning, and Assessment Strategies**

1. Do teaching and assessment practices reflect defined learning outcomes?
2. Are the teaching, learning, and assessment strategies fair and reasonable?

Rating: please ch 1= needs development; 2= meets expectations; 3= exceeds expectations)

**Rating of 1 must be explained.**

Strengths, areas for improvement, and recommended actions for improvement:

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#### **Evaluation Data**

How do the students rate this Part-Time Academic's overall effectiveness as a classroom instructor, mentor and advisor (based on the spectrum of available evidence and given qualifications on each type of data)?

Rating: please ch 1= needs development; 2= meets expectations; 3= exceeds expectations)

**Rating of 1 must be explained.**

Strengths, areas for improvement, and recommended actions for improvement:

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**Assessment**

With reference to the data collected in this Performance Assessment, please identify whether you assess this Part-Time Academic's performance to be:

Satisfactory

Unsatisfactory

Please provide comments:

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**Part-Time Academic's Response: (optional)**

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Attach an additional sheet if necessary

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
Part-Time Academic

**Signatures**

The Department Head, Chair, Director, Dean or designate and the Part-Time Academic shall sign this form to indicate that the signatories have read this assessment report.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
Department Head, Chair, Director, Dean or designate

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
Part-Time Academic

**Copies:**  
Part-Time Academic; Chair/Head; Dean; Employee File; CUPE Local 3912

ORDER

**LABOUR BOARD**  
**Nova Scotia**

BETWEEN

**Canadian Union of Public Employees, Local 3912** - Applicant  
- and -  
**Board of Governors of Dalhousie University** - Respondent

NATURE OF MATTER Application under Section 28 of the *Trade Union Act*

DATE OF FILING December 4, 2025

BEFORE Augustus Richardson, KC, Vice-Chair

REPRESENTATIVES Carlos Lopez Mendez, for the Applicant  
Nasha Nijhawan, for the Respondent

CASE MANAGEMENT DATE January 16, 2026 (scheduled but not held)

ORDER By correspondence dated December 12, 2025, counsel for the Respondent notified the Board that they would not contest the Amendment of Certification that the Applicant was seeking. Upon review of the file, the Board is satisfied that the amendment applied for is appropriate to grant. The Board hereby grants the Amendment of Certification.

Effective November 28, 2025, the Labour Board amends the certification respecting the Board of Governors of Dalhousie University to include the position of Part-time Academic, School of Architecture, Faculty of Architecture and Planning in the bargaining unit represented by the Canadian Union of Public Employees, Local 3912.

MADE BY THE LABOUR BOARD AT HALIFAX, NOVA SCOTIA ON THE FOURTEENTH (14<sup>TH</sup>) DAY OF JANUARY, 2026 AND SIGNED ON ITS BEHALF BY THE VICE-CHAIR



AUGUSTUS RICHARDSON, KC  
VICE-CHAIR