

[President@dal.ca](mailto:President@dal.ca)

November 9, 2023

Dr. Kim Brooks  
President and Vice-Chancellor  
Henry Hicks Academic Administration Building  
6299 South Street, Room 108  
PO Box 15000  
Halifax, NS B3H 4R2

Dear Dr. Brooks:

**Re: Implementation of New Rates and Retro Pay**

Recently, the NSGEU and members of Locals 99 & 77 successfully negotiated new collective agreements, as well as an agreement on a Canada Pension Plan enhancement integration plan. Despite the challenges and complexities of this negotiation process, all parties involved worked in good faith, resulting in a fair contract for our members.

A significant number of our Local 99 members currently earn less than twenty dollars an hour. The negotiated improvements are essential in providing relief to members coping with the rising costs of inflation and the substantial expenses associated with housing and home heating. Members ratified this agreement on September 14th, 2023. Since that time, NSGEU staff have been making inquiries about the implementation of the new rates and the substantial retro pay owed to these workers, but unfortunately, we have not received a reasonable response. The most recent response received indicated that your Human Resources Department plans to check on the progress of this matter on November 30th, 2023. However, this has gone on long enough and an immediate solution is required. Members need to be able to put food on the table and meet their basic needs.

I trust that you can appreciate the urgency of this situation and urge you to ensure proper staff are assigned to deal with this issue. Furthermore, members, your employees, need to know what is going on and I ask that your HR department immediately communicate with members to tell them the anticipated plan for implementation of the negotiated terms of the collective agreements.

Dr. K. Brooks  
Page 2

If you wish to discuss this matter directly with me, please do not hesitate to contact me via email or phone. It is crucial that we make the resolution of this issue a top priority.

Thank you for your attention to this matter, and I look forward to your response.

Yours truly,

A handwritten signature in cursive script, appearing to read "Sandra Mullen". The signature is written in black ink and is positioned to the left of the typed name.

Sandra Mullen  
President

SM/kc