

BARGAINING ALERT!

Voice Your Concerns

By Elaine Berman
Administrative Officer, QUFA



QUFA wants to hear from you!

QUFA is keen to have as much input as possible from

Members before and during bargaining. The University is your workplace, and it is important that you provide input to QUFA on the employment-related issues you feel are significant.

Feedback will be referred to the QUFA Bargaining Team, which includes:

- Chief Negotiator Marvin Baer (Law, retired, and QUFA staff)
- Diane Beauchemin (Chemistry)
- Monika Holzschuh-Sator (German)
- Sam Kalb (Library)
- Bruce Pardy (Law)

Here are some ways you can become involved:

Individually

You may have thoughts or questions about some of the issues that arise from these Bargaining Alerts. Or you may have information, questions, or anecdotes illustrating concerns you

believe would be relevant to bargaining. We encourage you to contact the QUFA Office directly by e-mail (qufa@queensu.ca), by phone (33033), or by filling out the attached form. All correspondence will be treated with the utmost confidentiality.

Committees

QUFA urges interested Members to become involved in moving towards positive change through the bargaining process. QUFA has a number of committees and caucuses that review bargaining issues pertinent to them, and you may wish to become a member or simply give input to their discussions.

Committees are composed of Members who have similar interests because of the bargaining units they were hired into, whereas caucuses are issue-based. Frequency of meetings will vary considerably depending on the interests and concerns of the groups. Listed below are some groups for which we are still recruiting and a few examples of topics discussed in past negotiations:

Compensation and Benefits (Faculty, Librarian/Archivist BU): merit, scale increases, benefits, junior increments and senior abatements

Sessional Adjunct Bargaining Advisory Committee (Sessional Adjunct BU): right of reappointment, compensation, evaluation

Junior (Pre-tenured) Faculty Caucus (Faculty, Librarian/Archivist BU): criteria for renewal and tenure,

workload, family/life balance

Combined Adjunct Advisory Caucus (Adjuncts from both FLA and SA BUs): new committee to work on issues of mutual concern for all adjuncts

Equity/Designated Groups Caucus (Members from both FLA and SA BUs): new committee to review existing provisions and implementation of current agreements

Family Friendly Issues Caucus (Members from both FLA and SA BUs): childcare, maternity and parental leaves, timetabling

Intellectual Property Caucus (Members from both FLA and SA Bus): patents, copyright, surveillance

Accommodation Caucus (Members from both FLA and SA BUs): a new group for Members interested in provisions for accommodation of disabilities

A number of existing informal caucuses exist and QUFA can direct you to the appropriate contact people:

- The Feminist Caucus
- The Librarians/Archivists Caucus (QULA)
- The Non-Renewable Appointees Caucus

Bargaining Alerts are archived on the QUFA Web site (<http://qufa.ca/updates/>).

If you have any questions or concerns, or if you want to make your voice heard to improve the terms and conditions of your working environment, please contact the QUFA Office in person (9 St Lawrence Avenue), by telephone (32151 or 33033), or by e-mail (qufa2@queensu.ca or qufa@queensu.ca).

Elaine Berman can be reached at qufa@queensu.ca.



QUFA encourages you to print out a copy of this Bargaining Alert and post it in a visible space in your department or unit. Thank you!

QUFA Bargaining Alerts are edited by Robert G. May, who can be reached at mayr@queensu.ca.



Issues and Priorities for Bargaining 2007-2008 Recommendations from QUFA Members for a New Collective Agreement

Using the format below, for each issue identified, please summarize your recommendation(s) for the Bargaining Team and its Advisory Groups.

Name: _____

Date: _____

E-mail: _____

Issue or Problem to be Addressed:

(Please describe or define clearly and provide an example)

Collective Agreement Article:

(Specify the existing article in the current Collective Agreement or indicate if this is a new issue for inclusion)

This issue was relevant to article _____ in the

- Faculty, Librarian, Archivist Bargaining Unit Collective Agreement (FLABU CA) 2005-2008
- Sessional Adjunct Bargaining Unit Collective Agreement (SABU CA) 2006-2008

(If you are aware of this issue in another university's Collective Agreement, please indicate the source as specifically as possible or append a copy to this form.)

Response Options:

Campus Mail:	QUFA, 9 St Lawrence Avenue
Fax:	613.533.6171
E-Mail:	qufa@queensu.ca