

# BARGAINING ALERT!

## UPDATE



Since the publication of the last *QUFA Bargaining Alert!*, negotiating teams for QUFA and the university

administration have met six times. During this series of meetings, the two teams have signed off on nine articles and three appendices (see table).

So far, we have touched on three of the four QUFA priorities for bargaining as outlined in *QUFA Bargaining Alert!* Issue 11 (16 January 2008): Adjunct issues, academic environment, and health and safety. Discussions of compensation and benefits have not yet begun. Issues currently under discussion include: provision of accommodations for Members with disabilities, appointment and reappointment of adjuncts, job security for adjuncts, categorization of adjuncts, and workload.

Surveys have repeatedly shown that workload issues are the highest priority for QUFA Members in this round of bargaining. Members report that increasingly heavy workloads are compromising the quality of the academic environment at Queen's and making it difficult for them to maintain a healthy balance between their work and home lives. There are two ways to address workload issues: hire more people (so that total workload goes down) and/or create more control, flexibility, and

transparency with existing workload (so that the same amount of work is less onerous). QUFA's negotiating team has proposed amendments to Article 37 (Workload) that address both of these objectives. The negotiating team for the administration has not yet tabled any proposals that address the problem of increasingly heavy workloads.

Most of Article 37 is concerned with Academic Unit Workload Standards. The purpose of a Workload Standard is to allow Unit Members to decide on an equitable and transparent distribution of workload, to have proposed definitions and processes to assist Units in developing and reviewing effective Workload Standards, and to ensure that the contents of Workload Standards are actually observed when workload is to limit the discretion of the Head in allocating teaching and service responsibilities. The QUFA team has also proposed a new clause identifying the improvement in

student/faculty ratio that would be necessary in order for the University to achieve its aspirations as expressed in its Strategic Plan (<http://www.queensu.ca/engaging/>). Over the past decade, the student/faculty ratio at Queen's has increased by 18.2%. *A lower student/faculty ratio will begin to address issues connected to increasingly heavy workloads and improve the quality of education at Queen's.*

QUFA is standing up for the quality of education and research at Queen's.



*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!*

*Past issues of Bargaining Alerts are archived on the QUFA Web site ([www.qufa.ca](http://www.qufa.ca)).*

Article Number	Name	Change
Article 4	Copies of the Agreement	provisions for electronic copies
Article 12	Strikes and Lockouts	no change
Article 13	JCAA	number of representatives increased
Article 15	Academic Responsibilities	updating for amalgamated bargaining units
Article 17	Fraud and Misconduct in Research	updating for amalgamated bargaining units
Article 18	Conflict of Interest	minor changes
Article 23	Health, Safety, and Security	no change
Article 26	Reduced Responsibility	no change (applies to full-time only)
Article 34	The Official File	no change
Article 38	Financial Exigency	minor editorial changes
Article 39	Closure of Units	minor changes; VP (Academic) on Review Committee
Appendix A	Letter of Understanding	no change
Appendix B	Notice of Intention to Grieve	no change
Appendix C	List of Arbitrators	no change