

BARGAINING ALERT!

University Rejects Proposal for Accommodation of Faculty with Disabilities



At the 4 March 2008 negotiating session, QUFA proposed seven new provisions relating to accommodation.

Four of the proposed provisions were rejected outright, without explanation. These include provisions dealing with:

- the appointment of an appropriately qualified person to develop accommodation plans;
- the acceptable source of expert verification of a disabling condition;
- protection against reprisal for Members seeking accommodation and Members acting as their advocates; and
- protection for Members seeking accommodation against adverse effects that might arise as a result of the costs relating to the University's obligation to accommodate.

Two other provisions altered substantially by the University were:

- a provision recognizing the right to accommodation for Members with disabilities and defining "undue hardship" to the employer in relation to the limits to accommodation; and
- a provision relating to the possible scope and form of accommodations necessary for Members to achieve full participation or recognition in the workplace.

The *Ontario Human Rights Code* establishes the right to accommodation and the duty of employers, unions, and employees to accommodate. QUFA's proposals enshrining the workplace rights of persons with a disability within the collective agreement would help the University community meet these duties in a more efficient and timely manner.

If you would like more information on the duty to accommodate, a summary can be found at:
<http://www.queensu.ca/equity/disabilities/dutytoaccommodate.php>

And watch for your upcoming issue of *QUFA Voices* for Members' commentary and views on accommodation 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).