

# BARGAINING ALERT!

## QUFA Stands Firm on Bargaining Priorities



The current Collective Agreements expire on 30 April 2008.

As in past negotiations, bargaining teams for

QUFA and the University administration have agreed to deal with normative issues first (that is, policy and procedural issues like intellectual property, workload, hiring and promotion, equity) before moving on to talk about issues related to compensation and benefits (salary issues include merit and the resolution of anomalous salaries).

Both sides hope to complete negotiations before the end of April. With less than three weeks remaining before this desired end date, articles addressing substantive normative issues remain largely on the table: workload and faculty-student ratio, personnel procedures and rank of adjuncts, and equity concerns, especially the accommodation of faculty members with disabilities. Of the substantive normative issues, only health and safety issues have been resolved so far. This slow rate of progress is of concern to the QUFA bargaining team.

Some progress has been made with regard to adjunct faculty. Members of the University administration bargaining team have accepted the

general principle that the longer an adjunct Member has worked at Queen's, the more commitment the University has to him or her. To reflect this principle, QUFA proposed a process that would exhibit this greater commitment, taking into account number of courses and number of years taught at Queen's in a scheme that would harmonize the various adjunct categories and make it possible for ongoing commitments that both the employer and the employee could rely on.

This past week, the University administration bargaining team proposed changes to the articles relating to Offers and Acceptance of Appointments. They proposed striking from the article the provision currently in the Faculty Librarians and Archivists Collective Agreement (25.9.3) that reads, "Candidates for Tenured, Tenure-track, Continuing, Continuing-Track, Special, and Non-renewable appointments shall not be offered a starting salary that is lower than the existing salaries in the discipline or unit at Queen's for someone with their years of experience and accomplishments." The reason we negotiated this clause into the current collective agreement was to avoid salary inequities within units. Such inequities are damaging to morale and also make it difficult to attract good candidates. In addition to this provision, the current collective agreement includes long-standing mechanisms designed to address anomalous salaries. Any candidate who accepted an offer of employment with a salary lower than existing salaries in the unit, therefore, would

eventually be identified and have her or his salary automatically adjusted to be comparable to others in the unit who were hired in the same year with similar credentials and years of experience. One possible impact of the proposal would be management's ability to depress starting salaries.

Last week, the University administration bargaining team also proposed changes to the return-to-work provisions that are part of the article on maternity and parental leaves. At present, the collective agreement allows both parents to take leave at the same time if that is what works out best for their family. The University administration proposes that only one parent be able to take advantage of the reduced-duties period that occurs after the leaves, thereby penalizing couples who are both faculty members at Queen's. Like the former proposal about lower salaries, this could have the effect of making Queen's less attractive to younger faculty.

The table below lists all articles signed off to date. QUFA expresses concern that major articles directed towards the quality of the academic and research environment and dealing with policy and procedural issues remain unresolved. We faculty, librarians, and archivists cannot provide a quality university education for our students when the university administration does not provide adequate resources for us to do so.

# Amalgamated Unit Bargaining Status as of 8 April 2008

QUFA Bargaining Priorities that are still outstanding are highlighted in red

#	Article/Appendix/Schedule Name	Status
Article 1	Recognition and Definition of the Bargaining Unit	
Article 2	Definitions	
Article 3	Association Dues	Signed 2008 01 29*
Article 4	Copies of the Agreement	Signed 2008 02 01
Article 5	Legal Liability	Signed 2008 04 08
Article 6	Correspondence and Information	Signed 2008 01 29
Article 7	Association Rights	Signed 2008 03 14
Article 8	Management Rights	Signed 2008 01 29
Article 9	<b>Non-Discrimination and Accommodation</b>	<b>Under discussion</b>
Article 10	Past Practices	Signed 2008 01 29
Article 11	Performance Indicators	Signed 2008 01 29
Article 12	Strikes and Lockouts	Signed 2008 02 01
Article 13	Joint Committee on the Administration of the Agreement	Signed 2008 02 29
Article 14	Academic Freedom	Signed 2008 01 29
Article 15	Academic Responsibilities	Signed 2008 02 15
Article 16	<b>Intellectual Property</b>	<b>Under discussion</b>
Article 17	Fraud and Misconduct in Academic Research and Scholarly Activity	Signed 2008 02 12
Article 18	Conflict of Interest and Conflict of Commitment	Signed 2008 02 15
Article 19	Grievance and Arbitration	Signed 2008 01 22
Article 20	Discipline	Signed 2008 01 29
Article 21	Harassment	Signed 2008 04 08
Article 21A	Harassment by Students	Signed 2008 01 22
Article 22	Public Safety and Security: Emergency Suspension with Full Pay	Signed 2008 01 29
Article 23	Health, Safety, and Security	Signed 2008 02 08
Article 23A	Privacy	Signed 2008 03 11
Article 23A.2	Privacy of Communications (35A)	Signed 2008 03 11
Article 24	<b>Employment Equity</b>	<b>Under discussion</b>
Article 25	<b>Appointments</b>	<b>Under discussion</b>
Article 26	Reduced Responsibility Appointment	Signed 2008 02 12
Article 27	Relocation	<b>Ready to sign</b>
Article 28	Performance Review	<b>Ready to sign</b>
Article 29	Assessment and Evaluation of Teaching	Signed 2008 03 25
Article 30	Renewal, Tenure, and Promotion of Tenure-Track and Tenured Members	<b>Ready to sign</b>
Article 31	Renewal, Continuing Appt., and Promotion for Librarians and Archivists	<b>Ready to sign</b>
Article 32	<b>Reappointment and Promotion of Adjunct Members</b>	<b>Under discussion</b>
Article 33	<b>Leaves</b>	<b>Under discussion</b>
Article 34	Official File	Signed 2008 02 12
Article 35	<b>Maintenance of the Scholarly and Professional Environment</b>	<b>Under discussion</b>
Article 36	<b>Working Conditions</b>	<b>Under discussion</b>
Article 37	<b>Workload</b>	<b>Under discussion</b>
Article 38	Financial Exigency Leading to Layoff of Members	Signed 2008 02 15
Article 39	Closure of an Academic Program or Unit for Academic Reasons	Signed 2008 02 29
Article 40	Academic Administrators	Signed 2008 01 29
Article 41	<b>Heads of Departments</b>	<b>Under discussion</b>
Article 42	<b>Compensation and Benefits</b>	
Article 43	Dispute Resolution Mechanism	
Article 44	Final Offer Selection Process	
Article 45	Duration	

\*except for dollar amounts

#	Article/Appendix/Schedule Name	Status
Appendix A	Letter of Understanding	Signed 2008 02 12
Appendix B	Notice of Intention to Grieve	Signed 2008 02 12
Appendix C	List of Arbitrators	Signed 2008 02 12
Appendix D	Remedial Electoral Process for Appointments, RTP, and Headship Search Committees	
Appendix E	Memorandum of Agreement Re: Assessment of Teaching	Signed 2008 03 25
Appendix F	Commuting Adjunct Travel Expense Policy	Signed 2008 04 08
Appendix G	University Timetable Committee: Terms of Reference	Signed 2008 03 11
Appendix H	Principles of Timetabling	Signed 2008 03 11
Appendix I	University Timetable Committee: Process Flow Chart	Signed 2008 03 11
Appendix J	Anomalies Side-Table of the JCAA	
Appendix K	Term Adjunct Salary Guidelines	
Appendix L	Applied Music Teaching Equivalencies and Compensation Rates for Term Adjuncts	
Appendix M	Child Care Benefit Plan	
Appendix N	Tuition Support Plan	
Appendix O	List of Arbitrators for Final Offer Selection	
Appendix P	Aboriginal Participation in RTP Committees	Signed 2008 03 25
Appendix Q	Memorandum of Agreement Re: Harassment Contrary to Human Rights	Signed 2008 04 08
Schedule A	List of Registered Charities	Signed 2008 02 12



*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)).*