

# BARGAINING ALERT!

## Compensation and Benefits: QUFA Proposes, Administration Rejects!

**QUFA Does Not Foresee Agreement by 30 April**



Last week, the University Administration responded to QUFA's proposals on compensation and

benefits, countering with a 3% scale increase and rejecting all other compensation and benefits proposals. This counter-proposal falls below the average of recent settlements at other Ontario Universities. QUFA proposed a higher scale increase, as well as provisions to correct salary disparities between disciplines. QUFA made separate proposals to address the historic low pay of Queen's librarians, to raise the salary floor for adjuncts, and to improve the salaries of senior faculty who have suffered from past wage restraints (e.g., the "Ontario social contract" of the early 1990s). The total cost of all of QUFA's compensation and benefits proposals as a percentage of payroll is more in line with recent settlements at other Ontario universities.

The University Administration also refused to agree to QUFA's plan to identify separately in Member's annual salary letters the portion of the annual salary increase that is career development vs. the portion that is merit. This is a cost-free proposal aimed at making the different components of annual salary increases more transparent to Members.

To prevent future misunderstandings about the governance of the pension plan, QUFA proposed language that would clarify the roles of the parties, but the University Administration rejected the proposed language.

QUFA and the University Administration signed the article on Adjuncts. This article features ground-breaking improvements for our Adjunct Members around job security, appointments, and promotions. We are also near agreement on an expanded equity article.

### Other Unresolved Issues

The following are brief descriptions of other issues that remain unresolved as of 25 April 2008. For more detail on these issues, please consult previous numbers of *QUFA Bargaining Alert!*

[www.qufa.ca/updates](http://www.qufa.ca/updates)

Don't forget, we will be discussing these and other bargaining-related issues at QUFA's Spring General Meeting this Wednesday 30 April 2008 from 11.45 a.m. to 1.15 p.m. in

Room 201, Kingston Hall. We encourage all Members to attend to discuss these issues and recommendations for the next steps in bargaining.

### Appointments

The details of Non-Renewable Appointments have yet to be resolved. QUFA wants to restrict the use of these appointments to "Non-Renewable Replacement" appointments. The University Administration does not want to be so restrictive, and they will be proposing other circumstances in which they see the need for a Non-Renewable Appointment. The University Administration has acknowledged that there should not be "Renewable Non-Renewables." QUFA argues that non-renewable appointees that are reappointed should be reclassified as tenure-track faculty.

### Intellectual Property

The University Administration proposes that PARTEQ have ownership of patentable material by default. The University Administration fears that private-sector partners will be unwilling to invest if claims arising from individuals outside of the University lead to ownership disputes. QUFA suggests that it should be possible to exercise due diligence in searching for claims other than those by Members, while keeping ownership with the Member(s).

## Leaves

QUFA's position follows the wording in the current FLABU Collective Agreement, which allows parents to take advantage of a reduced-duties period after maternity or parental leave. The University Administration proposes that where both parents are Members of QUFA, only one parent be able to take advantage of this reduced-duties period.

## Maintenance of Scholarly Environment

QUFA's proposed wording for the Maintenance of Scholarly Environment article contains the specific goal of a 5% increase in full-time, full-responsibility faculty over the life of the agreement. QUFA's proposal also includes an aspirational statement that Queen's will seek to "achieve a full-time faculty/student ratio in each Unit that is in the top 10th percentile among Canadian universities." The University Administration has said they cannot make promises related to the faculty complement (the number of faculty members) in the Collective Agreement because funding is not within their control.

## Accommodation

QUFA proposed that a "qualified expert" should be used to assess the need for accommodation and that professional expertise be used in dealing with the accommodation of Members with disabilities. The University has not agreed to this proposal. Currently, a Member of the University's Senior Administration makes these assessments. There is an agreement between the Parties with respect to adjusting standards for merit and RTP if the standards being applied constitute a barrier.

## Phased Retirement

QUFA proposed a plan that would allow Members to reduce their

responsibilities to 75%, then 50%, and then 25% of full responsibilities over three years, with full pay and full benefits. We are waiting for a response from the University Administration.

## Working Conditions

The details of the Laptop Lending Program have yet to be resolved. The Administration is working on a laptop purchase financing package for all Adjuncts.

## Attend the Spring General Meeting

Again, if you would like to have your say on any of these issues, please attend QUFA's Spring General Meeting this Wednesday 30 April 2008 from 11.45 a.m. to 1.15 p.m. in Room 201, Kingston Hall. A light lunch will be available.



*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)).*