

BARGAINING ALERT!

Substantial Progress Made In Bargaining

Intellectual Property Rights Still Unresolved



Negotiations over the past week have been serious and productive. QUFA and the Queen's Administration agreed on Accommodation for

disability language. Please see below for more detail on this and other agreements we have reached in the past week. Both QUFA and the Administration made important compromises this past week. The QUFA Bargaining Team is optimistic that a contract settlement could happen soon.

Non-Discrimination and Accommodation

Accommodation for Members with disabilities has been added to Article 9 (Non-Discrimination). The University recognized its duty to accommodate through adjustments to physical workspace and modification of a Member's workload. Also, accommodation may extend to the modification of time requirements for tenure and promotion decisions and, in particular cases, the measures used in the assessment of a Member's performance for merit, tenure, and promotion may be modified. The University shall also

engage an individual with appropriate expertise (from inside or outside the University) to assess the need for accommodation and to develop an accommodation plan. This is ground-breaking contract language in the context of Canadian collective agreements.

Working Conditions

Key changes to Article 36 (Working Conditions) involve harmonizing the Funds for Scholarly Research and Creative Work and Professional Development to reflect the addition of Sessional Members into the Term Adjunct category of appointment, as well as improvements to the professional expense reimbursement.

The Parties signed a Memorandum of Agreement dealing with transitional provisions from the 2005-2008 FLABU CA to the newly negotiated clauses regarding rank for Adjuncts and the elimination of Non-renewable Spousal/Partner appointments for the future. The terms and conditions of Non-renewable Spousal/Partner appointments made under the 2005-2008 FLABU or any preceding agreement will not change.

The rank of Adjunct Members who hold an appointment or the right to an appointment under the 2005-2008 FLABU Agreement or the 2006-2008 SABU Agreement, and who continue to hold an academic appointment at Queen's, will not change as a result of new provisions in the agreement currently being negotiated. Adjunct Members who are Adjunct Associate Professors keep that rank. Members

may choose to proceed under the new provisions, in which Associate Professor rank and criteria are the same as for Tenure-track/ Tenured Faculty.

Other Bargaining News

Progress was made on Article 25 (Appointments) and Article 42 (Compensation and Benefits). Disagreement between the University's Bargaining Team and QUFA's Team remains on faculty complement (Article 35: Maintenance of the Scholarly and Professional Environment) and the ownership of patentable intellectual property (Article 16: Intellectual Property). Bargaining will continue next week to address these outstanding issues.

Article	Name	Status
9	Non-Discrimination/ Accommodation	Signed
36	Working Conditions	Signed



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).