

QUFA VOICES

Voices in This Issue

PRESIDENT'S VOICE: Collective Bargaining Concluded . . .	1-2
FYI: Summary of the Tentative Agreement 2006-2008 . . .	2
ON THE WEB: QUFA Has an Online Presence! . . .	3
FAQ: Frequently Asked Questions about the New Collective Agreement . . .	3-4
FYI: Sessional Adjunct Laptop Lending Programme . . .	4
EDITOR'S VOICE: QUFA Voices Wants to Hear from You! . . .	4

PRESIDENT'S VOICE

Collective Bargaining Concluded



This column addresses two items: the recently concluded bargaining for a new Collective Agreement for our Sessional Adjunct Bargaining Unit (SABU), and recent changes in benefit provisions.

The New SABU Contract

On 13 June 2006, Members of SABU casting ballots voted 96% in favour of accepting the new two-year contract; this being the second contract since the SABU was certified. The University ratified the contract on 19 June 2006. In this newsletter, we provide a summary of the new agreement and a few FAQs.

Some real progress was made in this round of bargaining, but we were disappointed that the administration was unwilling to move on certain issues. With regard to compensation, the biggest gain is to have years of experience and workload (as

reflected in class size) recognized in setting minimum compensation levels. There is also a new increased minimum stipend floor for the group as a whole. In recognition of the (often unpaid) research, scholarly and creative work carried out by many Sessionals in addition to their paid teaching duties, there is an increase in the research fund available to Sessionals. There are also improvements in working conditions, especially the provision by the University of 45 laptop computers for the use of Sessionals on a first-come, first-served basis. These improvements partially address the woeful lack of office work space assigned to Sessionals. On the downside, there is a sense that the senior administration still does not fully appreciate the many contributions that our Sessional Adjunct Members make to the University. Our Members deserve greater respect in this regard. For example, although there is some modest improvement in the appointments process and job security in the new contract, the administration was unwilling to agree to multi-year agreements for Members, even though the empirical evidence shows that an overwhelming number of Sessional Adjuncts are rehired year after year.

QUFA will continue to be vigilant in monitoring the implementation of the new agreement, particularly those provisions pertaining to appointments.

During bargaining, QUFA and the University agreed to set up a joint committee to review the current definitions of the two bargaining units and to explore the possibility of merging the two units (note that the current Collective Agreements for the full-time and the Sessional bargaining units will now both expire on 30 April 2008). More information on this issue will be forthcoming in the fall.

The QUFA bargaining team (Aurora Dokken (Music), Monika Holzshuh Sator (German), Gaston Tremblay (French Studies), Marvin Baer (Chief Negotiator), and Colin Galinski (QUFA Staff)) are to be thanked for all the hard work and commitment they brought to this round of bargaining and congratulated on achieving a good agreement.

Recent Changes in Benefits

Benefits for Active Employees 65+: With the abolition of mandatory retirement in Ontario (Bill 211), QUFA urged the administration to provide

the same insured benefits for all active employees irrespective of age (Bill 211 permits employers to offer different benefits to those 65+). Recently, QUFA approved the following changes proposed by the administration. As of 1 May 2006, basic life insurance, health (including out-of-country coverage), dental, and vision care for active employees will continue unchanged until retirement. Members will pay the same premiums irrespective of age. It is important to note that for employees to have coverage after age 65 for any of these insured benefits, they must have had coverage prior to age 65. LTD will end six months prior to the 65th birthday, and optional life insurance will not be available after age 70. Active employees over the age of 65 will also continue to be eligible for tuition and childcare subsidy and short-term disability benefits. Of the Ontario Universities that have negotiated such changes to date, the Queen's package for active employees over the age of 65 is the most progressive.

Improvement in Dental Coverage:

As provided for in the current FLABU Collective Agreement, the co-insurance for major restorative dental coverage increased from 50% to 75% as of 1 May 2006. The move to 100% employer payment of the supplementary health premiums will take effect on 1 May 2007. If you have questions about your individual benefits coverage, please direct them to the Human Resources department.

If you have any questions about these or any other issues, please do not hesitate to contact me. Since this newsletter will be last until the fall, may I wish everyone an enjoyable summer.

John Holmes
QUFA President
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FYI

Summary of the Tentative Agreement 2006-2008

Compensation and Benefits

- New minimum stipend: \$6172 in 2006-2007 and \$6360 in 2007-2008.
- Years of Experience (YoE) / Career Development Payment: 1.5% for each year of experience beginning 1 May 2003.
- Extra Enrolment: Floor stipends will be increased by 12.5% for courses with an enrolment of 100 students or more.
- Salary in Lieu of Benefits:

... Sessionals will now have a Right of Reappointment after teaching a course twice in two years as either a Sessional or Term Adjunct. ...

increased to 6%.

- Scale increase of 3.05% to minimum stipends in the 2007-2008 year.
- Increase in Childcare: \$2000 per child annually.
- New Continuing and Distance Studies (CDS) minimum stipends: \$6172.
- QUFA and the University agreed to set up side tables to review and settle the following outstanding compensation issues: Applied Music, practica courses in Rehabilitation Studies and Nursing, and additional duties.

Working Conditions

- 45 laptop computers will be provided to Members who need them, on a first-come, first-served basis, from the time an

appointment is accepted until one month following the appointment.

- Increase in the Fund for Scholarly and Professional Development: \$55,000 per year, with a \$2500 per Member annual maximum.
- Increase in Professional Expense Reimbursement: \$175 per half-course (2006-2007), \$187.50 per half-course (2007-2008).
- All Members who reside more than 75 kilometres from the location of their course will be appointed as a Commuting Adjunct and be eligible for travel and accommodation costs (specific amounts are set out in an Appendix).

Appointments

- Improved job security: Sessionals will now have a Right of Reappointment after teaching a course twice in two years as either a Sessional or Term Adjunct.
- Changes have been made to the appointments

process to facilitate reappointment: posting may be waived for courses to which a Member is reappointed (except when a complete posting was not part of the initial appointment).

Intellectual Property

- Sessional Members own all intellectual property developed as part of their employment at Queen's.

Amalgamation of QUFA Bargaining Units

- QUFA and the University have agreed to set up a joint committee to review the current definitions of the bargaining units, and to make recommendations about the possibility of merging the units.

ON THE WEB

QUFA Has an Online Presence!

Be sure to visit the QUFA Website, which contains complete and regularly updated information on everything you need to know about your faculty association.

- Copies of Collective Agreements
- Bargaining Updates
- Information for Prospective Faculty
- Information for Faculty, Librarians, and Archivists
- Information for Sessional Adjuncts
- Information on Pensions
- Information for Retirees
- Schedule of Workshops and Events
- Copies of QUFA Publications
- Information on QUFA Governance
- Interesting Links
- Complete Contact Information

... and more!



www.qufa.ca

FAQ

Frequently Asked Questions about the New Collective Agreement

Additional Duties

Q I carry out duties aside from my regular teaching assignment as a Sessional Adjunct. Should I be compensated for these duties?

A Yes. QUFA and the University have agreed to specific compensation amounts for a number of additional duties (see Appendix Y in the new Collective Agreement), including reading or examining graduate theses, undergraduate supervision, directed reading courses, graduate supervision (PhD and MA or MSc). An hourly rate of \$40/hour has been agreed to for other duties that are agreed to in advance by the unit head and the Member.

Fund for Scholarly and Professional Development

Q Has the Fund been increased in the new Collective Agreement?

A Yes. The total amount of funding available has increased, and QUFA has reached an agreement with the University to transfer surpluses from the 2005 Childcare fund. There is approximately \$75,000 available for the 2006-2007 year, with a per Member limit of \$2500.

Q What type of scholarly or professional activities does the Fund support?

A Members have received funding for a wide variety of activities,

including creative work, skills development, attending conferences, travel and accommodation costs for research trips, to name a few. If you have a project that requires financial support and are not sure about your eligibility, please contact the QUFA office.

Childcare

Q I read the childcare benefit has been improved. What are the new annual limits?

A Members are now eligible for childcare costs up to \$2000 per child annually from the time a Sessional appointment is accepted. There are no daily limits.

Salary in Lieu of Benefits (SILB)

Q What is the new SILB for Sessional Adjuncts?

A SILB has increased from 3% to 6% of the minimum stipend for those Members paid at the floor. To see what this increase works out to in dollars, please see the Summary of the Sessional Collective Agreement: http://www.qufa.ca/files/pdf/sa_tentative_agreement_release.pdf

Laptops

Q Is it true that the University has agreed to make laptops available to Sessional Adjuncts?

A Yes. QUFA and the University have agreed that 45 laptop computers will be provided free of charge to Sessionals who need them, on a first-come, first-served basis. For more information on applying for a laptop, please see the QUFA website: <http://www.qufa.ca>

Professional Expense Reimbursement (PER)

Q Are there any changes to PER under the new contract?

A Yes. For each 0.5 credit you teach, you are eligible to be reimbursed up to \$175. Typical claim items include ink cartridges, paper, pens, books, off-campus internet access fees, etc. If you have questions about claim items, please contact the QUFA office. Reimbursement in the 2007-2008 year will be \$187.50.

Appointments: Term or Sessional

Q Has the Right of Reappointment (RoR) changed in the new Collective Agreement?

A Yes. Sessionals now earn an RoR after teaching the same course twice in two academic years (with good teaching evaluations) as either a Term or a Sessional Adjunct. Previously, experience teaching the course as a Term Adjunct did not contribute towards RoR when the Member taught as a Sessional in a subsequent year.

Compensation: New Salary, YoE, Enrolment

Q What is the new per-course minimum stipend?

A Please see the chart in the Summary of the Sessional CA on the QUFA site: http://www.qufa.ca/files/pdf/sa_tentative_agreement_release.pdf. All 0.5 credit courses (including Continuing and Distance Education) will be compensated at a minimum of \$6172 plus the Years of Experience (YoE) supplement (if applicable) and the Enrolment supplement (again, if applicable). Members who have previously been paid above the new floor and who have been reappointed to teach the same course will not have their stipends reduced.

If you have any further questions about the new Collective Agreement, please contact the QUFA.

FYI

Sessional Adjunct Laptop Lending Programme



Article 28.3.3 of the Sessional Adjunct Collective Agreement (2006-2008) establishes a laptop lending programme for Sessional Adjunct Members:

As soon as practicable and no later than 1 September 2006, the University shall make available through the University's laptop leasing programme, a pool of forty-five (45) laptop computers for use by Sessional Adjuncts to assist them in their assigned teaching duties. The computers shall be made available free of charge to Sessional Adjuncts who need such support, from the time the appointment is accepted, on a first-come, first-served basis. The computers shall remain the property of the University and shall be returned to the University in good working order when the Sessional Adjunct no longer needs the computer or one (1) month following the end of his or her Sessional Adjunct appointment, whichever comes first.

Application Process

Members are required to indicate interest in borrowing a laptop by Friday 11 August at 4.30 pm by sending an email to Jackie Cleary (jc44@post.queensu.ca) in the Faculty Relations Office. To be eligible for the programme, Members must be employed at Queen's University as a Sessional Adjunct in the Fall Term (Sept.-Dec.) 2006. Should more than 45 eligible Members apply prior to the deadline,

a random draw will be made to select 45 Members.

Laptops will be available from the IT Services Campus Computer Sales and Service (First Floor, Dupuis Hall), beginning 15 August 2006.

Please refer to the Sessional Adjunct Laptop Lending Programme Terms for details of the borrowing agreement. Members are required to present photo ID, provide a credit card imprint (no charge will be applied), and agree to all terms in order to borrow a laptop.

Please direct questions concerning the Laptop Lending Programme to Jackie Cleary, Faculty Relations (jc44@post.queensu.ca, 613 533 3133) or Colin Galinski, QUFA, (galinski@post.queensu.ca, 613 533 3224).

EDITOR'S VOICE

QUFA Voices Wants to Hear from You!



QUFA Voices is the only independent source of news and information on campus about the Queen's

University Faculty Association. It is produced by QUFA Members, for QUFA Members.

QUFA Voices wants to hear from you, the Members of QUFA. If you have ideas for features, stories, or articles pertinent to the Membership of QUFA, please direct them to the attention of the editor.

QUFA Voices also welcomes letters to the editor, opinion pieces, and other thought-provoking commentary.

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