

Bargaining Update March 30, 2005

The most significant areas QUFA identified for improvement in this round of bargaining are:

QUFA's NORMATIVE GOALS	CURRENT STATUS
Improving terms and conditions of <u>ADJUNCTS</u>	Still under discussion but University has linked this issue to an agreement on spousal and special appointments.
Strengthening Post-Appointment <u>EMPLOYMENT EQUITY</u>	
<ul style="list-style-type: none"> • Elimination of <u>Mandatory Retirement</u> 	Rejected by University
<ul style="list-style-type: none"> • <u>Accommodation for Members with Disabilities</u> 	Rejected by University. The parties disagree on the interpretation of existing Human Rights legislation
<ul style="list-style-type: none"> • <u>Equity Systems Review</u> to assess the impact of current policies and procedures on designated groups 	Agreed to by the parties in a Memorandum of Agreement
Changing <u>EVALUATION OF TEACHING</u> by contextualizing the use of student surveys and the replacement of USAT	Still under discussion but the parties need to resolve a deadline for changing the survey tool and other details
Elucidating the <u>CRITERIA AND PROCESSES OF EVALUATION FOR TENURE/PROMOTION/RENEWAL</u>	University rejected QUFA's proposal for changes which would link evaluation during personnel processes to evidence available and the direct assessment of research without the use of proxies, e.g. citation counts, journal ratings, or dollar value of grants. The University tabled its proposal emphasizing productivity, and national & international standards for each discipline.
Addressing increasing <u>WORKLOAD</u> especially those factors resulting from higher student/faculty ratios and increased demands for research and administrative service	See following page for items related to workload.
<ul style="list-style-type: none"> • Increasing <u>faculty complement</u> 	University has refused to make any promises about increasing the number of full time faculty.

<ul style="list-style-type: none"> Changing the <u>workload article</u> 	Some progress on QUFA's proposal for a process leading to more equitable distribution of workload within units. The University Administration is resisting QUFA's proposal to limit to the amount of assigned teaching and service duties to allow for research activity.
Improving <u>WORKING CONDITIONS</u>	
<ul style="list-style-type: none"> <u>Computer</u> provided for members 	University rejected.
<ul style="list-style-type: none"> Increases in <u>Professional Expense Reimbursements</u> 	The University Administration has proposed a modest increase of an extra \$100 per annum to \$1300, \$1400 and \$1500 over three years.
Improving <u>LEAVES</u>	
<ul style="list-style-type: none"> <u>Study Leaves for Adjuncts</u> 	No answer to QUFA's proposal for adjunct study leaves.
<ul style="list-style-type: none"> Provision for <u>Librarian/Archivists' access to Transition Back to Work</u> following Maternity or Parental Leave 	University rejected.
<ul style="list-style-type: none"> <u>Professional Development Leave with travel expenses for Librarians/Archivists</u> 	Some progress on the leave issue has been made but none on travel expenses.
Increasing <u>MOVING ALLOWANCES and ASSISTANCE FOR IMMIGRATION EXPENSES</u> for new hires	University has agreed to a combined total of \$7500 per new faculty member with no increase for new adjunct members.

QUFA's ECONOMIC GOALS	CURRENT STATUS
Changing the Current <u>MERIT SCHEME</u>	
<ul style="list-style-type: none"> <u>Separation of Career Development from Merit</u> 	University rejected.
<ul style="list-style-type: none"> Conversion of <u>Merit awards into one time bonuses</u> not built into base salary 	University rejected.
<u>SCALE</u> - QUFA proposed 3.5 % per annum over each of three years	University countered with 3%, 3% and 3.25% in three years.

<p><u>SALARY IMPROVEMENT FOR LIBRARIANS/ARCHIVISTS</u> QUFA proposed a special anomalies fund to address the fact that our librarians and archivists are the worst paid in the province.</p>	<p>The University has offered a one time only \$50,000 fund to adjust the salaries of this group of members in the first year of a three year agreement.</p>
<p>Redistributing <u>ANOMALIES AWARDS</u> Redistribution of the two Anomalies Funds to allot \$200K per annum to Anomalies Side Table which is jointly implemented; reduce Principal's Anomaly Funds (used mostly for market retention) from \$250K to \$100K per annum</p>	<p>University rejected.</p>
<p>Improving <u>BENEFITS</u>– QUFA's major economic goal because Queen's is among the least generous in this aspect of compensation. QUFA's proposal in its entirety would cost approximately 1.2% of the salary mass (approx. \$900K). A key goal was to shift the cost of premiums from the employee to the employer, as a non-taxable benefit, that is common to most universities. Improvements in the following were also proposed: supplemental medical, enhanced dental, increase in basic life insurance, some increases for future retirees benefits, and vision care.</p>	<p>University offer includes vision care and a change in the Ontario Dental Association fee covered from the past to the current year. These two benefits are already offered to members of other employee groups at Queen's. QUFA did not request the ODA fee change.</p> <p>Major restorative dental will be increased from 50 to 75% in the second year of a 3 year agreement.</p>
<ul style="list-style-type: none"> Improving <u>Childcare and Tuition Benefits</u> QUFA's proposal was to restore this fund to the level of 1% of the salary mass (approx. \$800K) 	<p>University accepted this proposal.</p>
<ul style="list-style-type: none"> Establishing a <u>Joint Benefits Oversight Committee</u> (parallel to the one for the pension plan) 	<p>No answer.</p>