

December 17, 2004

QUFACTS UPDATE ON BARGAINING

The current Collective Agreement covering the full time faculty, librarians and archivists ends on April 30, 2005. Negotiations to renew the agreement commenced on December 1, 2004 and will continue until March 31, 2005. During this period QUFA and the University will propose various amendments to the compensation and normative (policies and procedures) provisions of the Agreement. Under the terms of the current Agreement, if both sides cannot agree on the pay scale adjustment, this will be submitted to binding arbitration and the current agreement with any agreed upon amendments, will continue for another year.

In preparation for bargaining, QUFA has established two advisory groups: one on compensation and benefits and the other on normative issues. These two groups have been meeting regularly since September to consider what changes in the Collective Agreement are desirable and to make recommendations to the QUFA Executive and Council. In addition, various caucus groups have met to consider specific issues, including adjunct faculty, junior faculty, task force on discrimination, retirees, and librarian/archivists.

The Executive has appointed a bargaining team which includes Marvin Baer (Chief Negotiator), Susan Lord (Film Studies), Nancy McCormick (Librarian) and Phil Goldman (Political Studies and Law). In addition Richard Greenfield (History) will participate in the discussion of issues relating to adjuncts and Allan Manson (Law) and Paul Young (Biology) will help in the examination of benefits.

The Administration s bargaining team includes David Saunders (Chief Negotiator), Suzanne Fortier (Vice-Principal (Academic), Sarita Verma (Medicine), Les Monkman (Special Advisor to the Principal), and Elaine McDougall (Associate Vice-Principal Faculty Relations).

The Executive has established several priorities in this round of bargaining. In relation to compensation, QUFA will attempt to bargain for scale adjustments and significant improvements in benefits. At the same time QUFA will attempt to reduce the gap in salaries between disciplines and the arbitrary nature of retention-related adjustments. In relation to matters other than compensation, QUFA will attempt to reduce the categories of adjuncts and improve their rights and job security, address the widespread concern about excessive workload and inadequate working conditions, propose changes to the evaluation article, and work on improving career path equity to ensure diversity and equality in the workplace.

Four bargaining sessions were held in December. During these sessions QUFA and the

University have exchanged information about the topics that each side would like to discuss, have considered how to examine the benefits available at Queen's and compare them with other universities or other public and private employers, and have tabled proposals for minor amendments to 16 Articles. So far amendments to 5 articles have been signed including Article 6 Correspondence and Information, Article 8 Management Rights, Article 13 JCAA, Article 15 Academic Responsibilities, and Article 22 Public Safety and Security.

Among the initial 16 articles that are still under discussion are such things as the provision of release time for QUFA activities, the conduct of Members during a legal strike by other bargaining units, the University's licence of Members intellectual property for educational purposes, the nondiscrimination clause and the ending of mandatory retirement, and proposed changes to the Articles on Academic Freedom and Responsibility.

QUFA will provide Members with further updates during the course of negotiations. We also intend to survey Members by email on some specific topics. However, all Members are encouraged to convey their concerns at any time through the QUFA office at (613) 533-3033 <qufa@post.queensu.ca>.