

17 July 2014

SENT VIA EMAIL



Daniel Woolf
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To: Principal Woolf

RE: Waste Collection at Queen's

I'm writing to you in response to the new centralized waste collection plan implemented across campus this month (see <http://www.queensu.ca/news/articles/centralized-collection-aims-reduce-waste>). QUFA has a number of concerns with the plan to have faculty transport their office waste to centralized bins, supposedly to aid in 'greening' the campus.

This is an example of yet more work being downloaded to faculty at the cost of the jobs of those hired to carry out these tasks. Seventeen custodians were recently laid off and six others had their hours nearly halved as a cost-cutting measure in April. This parallels trends in recent years to reduce administrative support to faculty, often at the cost of administrative jobs. While these measures may appear to save the University money, in actual fact, paying a professor \$100,000 or more to take out the garbage or photocopy a test as part of their positions is a ridiculous waste of money as even basic principles of financial management will attest.

Further, Queen's faculty, librarians and archivists are not hired to maintain the campus as part of their academic duties (see Article 15 of the Collective Agreement) and so have every right to refuse to do this work. Each unit has a workload document which defines expectations for our Members – should these be abrogated by novel and inappropriate demands, Members may seek to reduce their obligations to teaching, research and service in order to do the secretarial and custodial work now expected of them.

In addition, there are multiple health and safety issues tied to waste disposal. Members with limited mobility or strength may not be able to do this work at all. Those working in laboratory environments or where significant weight of waste material is produced may be at risk of injury from completing this work without appropriate training and equipment.

Finally, there is no logic to the claim that this is part of an effort to 'green' the campus. How does making people transport their recycling and garbage reduce waste? Is it not more likely that people will combine all waste and throw it in a single bin rather than make multiple trips with different containers and sort their garbage in the hallway? If people forget, neglect or

refuse to take out their garbage, resulting in the need for costly chemical cleanup (pesticides, odour control etc.), how does this make the campus greener? If Queen's really wanted to divert waste from landfill, would they not engage in a compostable waste program accessible to all employees through the provision of green bins?

This measure cuts jobs, not waste and QUFA can see no financial, management or environmental benefit. We strenuously oppose the replacement of CUPE (or USW) jobs with QUFA Member labour. Please instruct the relevant parties to reconsider this decision.

Sincerely,

A handwritten signature in cursive script that reads "Diane Beauchemin".

Diane Beauchemin
President

cc: Dan Bradshaw (Associate VP (Faculty Relations)), Alan Harrison (Provost), Donna Janiec (Acting Associate VP (Facilities)), Todd Hartrick (Physical Plant Services), Pat Cummings (President, CUPE 229), Constance Adamson (JCAA Co-Chair)