



QUFA ALERT!

Queen's University Faculty Association Bargaining Alert

ALERT 1 • 23 JUNE 2022

Bargaining Has Begun!

Guided by its mandate from Members, QUFA has tabled a number of proposals for this round of bargaining

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Bargaining has begun! We have now met with Queen's Administration for three days of bargaining over the past two weeks, and while there isn't much to report, we wanted to give you an overview of what has happened so far.

Guided by our mandate, we have tabled our proposals related to:

- EDII
- Procedural Matters
- Librarian and Archivist Matters
- Association Rights, including financial exigency
- Updates to out-of-date language and to keep Letters of Agreement (LOAs) current
- Grievance and Discipline
- Term of contract

We have proposed a three-year term (1 July 2022 to 30 June 2025) with a re-opener clause that if Bill 124 (Protecting a Sustainable Public Sector for Future Generations Act) is no longer in force (owing to being repealed, amended, struck down by the courts, etc.) during the agreement that the Parties will open the articles

related to salary and compensation for renegotiation. As many Members have pointed out, the limits imposed by Bill 124 interfere with our ability to freely bargain salary and compensation, and, particularly in the context of current high inflation, hurts Members. We have yet to hear back from Queen's Administration on this proposal, but we will keep you informed.

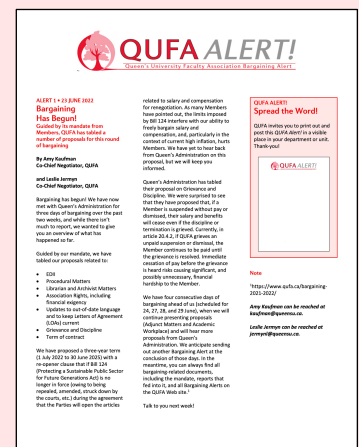
Queen's Administration has tabled their proposal on Grievance and Discipline. We were surprised to see that they have proposed that, if a Member is suspended without pay or dismissed, their salary and benefits will cease even if the discipline or termination is grieved. Currently, in article 20.4.2, if QUFA grieves an unpaid suspension or dismissal, the Member continues to be paid until the grievance is resolved. Immediate cessation of pay before the grievance is heard risks causing significant, and possibly unnecessary, financial hardship to the Member.

We have four consecutive days of bargaining ahead of us (scheduled for 24, 27, 28, and 29 June), when we will continue presenting proposals (Adjunct Matters and Academic Workplace) and will hear more proposals from Queen's Administration. We anticipate sending out another Bargaining Alert at the conclusion of those days. In the meantime, you can always find all bargaining-related documents, including the mandate, reports that fed into it, and all Bargaining Alerts on the QUFA Web site.¹

Talk to you next week!

QUFA ALERT! Spread the Word!

QUFA invites you to print out and post this *QUFA Alert!* in a visible place in your department or unit. Thank-you!



Note

¹<https://www.qufa.ca/bargaining-2021-2022/>

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