



QUFA ALERT!

Queen's University Faculty Association Bargaining Alert

ALERT 2 • 30 JUNE 2022

All Substantive QUFA Proposals Have Now Been Tabled

Bargaining, now on hiatus, will resume at the end of July

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Co-Chief Negotiator, QUFA

For two of the four bargaining days scheduled since *QUFA Bargaining Alert 1*, the Administration requested to use the bargaining time for their team to caucus. This meant less progress at the table than we might have anticipated, but it also provided us with time to continue our own work as your bargaining team. As we hope you can see, we have been using this time very productively.

In the two days of bargaining since our first alert, we have tabled our proposals related to:

- Adjunct Matters
- Academic Workplace

We have also presented our counterproposal on Grievance and Discipline, which included a rejection of the Administration's proposal to cease paying or providing benefits to Members who are suspended without pay or dismissed even while a grievance is being processed. We described the potential harms of this proposed change in *QUFA Bargaining Alert 1*.

FYI

The Bargaining Teams

The QUFA Bargaining Team

- **Gillian Akenson** (QUFA Member-at-Large; Research and Instruction Librarian)
- **Leslie Jermyn** (QUFA Executive Director)
- **Amy Kaufman** (Head Law Librarian)
- **John Rose** (QUFA Executive Assistant)
- **James Stotz** (QUFA Council Rep., Physics)
- **Ayca Tomac** (Term Adjunct Rep.; Global Development Studies and Gender Studies)
- **Micheline Waring** (QUFA Member Services Officer)
- **Awet Weldemichael** (Queen's National Scholar, History)

The Administration Bargaining Team

- **Mark Asberg** (Vice-Provost and University Librarian)
- **Brenda Brouwer** (Senior Advisor, Academic Innovation, Faculty of Health Sciences)
- **Chris Clare** (Academic Labour-Relations Advisor, Faculty Relations)
- **Lynda Jessup** (Vice-Dean, Faculty of Arts and Science)
- **Dan McKeown** (Associate Vice-Principal, Faculty Relations), Chief Negotiator
- **Jada McNaughton** (Senior Labour-Relations Advisor, Faculty Relations)
- **Michael Villeneuve** (Director, Faculty Relations)

Both sides have formally agreed to some minor housekeeping issues:

- to remove Appendix V (Memorandum of Agreement (MOA) on the Use of the Faculty 180 Tool for online Annual or Biennial Reporting), as this tool has been decommissioned at Queen's.
- to update the list of approved charities in Schedule A, in order to expand the list, remove charities no longer in operation, and reflect name changes.
- to remove Schedule B (Guidelines Regarding Employer's Practices,

Procedures, and Administration of Sick Leave), as it only pointed to a potentially stale link, which is currently under review by the University. The Schedule was for information purposes only; the right to sick leave is found in Article 33 of the Collective Agreement (CA).

- to remove Letter of Agreement (LOA) 2 on the composition of the Joint Committee on the Administration of the Agreement (JCAA), on the grounds that it is redundant. The composition of the JCAA is found in Article 13 of the CA.

We are pleased to report that we have now tabled all of QUFA’s substantive proposals. We still have proposals to table regarding compensation, including the matter of pension language in the CA, but first we look forward to hearing responses from the Administration on what we have already tabled.

Bargaining will be on hiatus for the first three weeks of July. Upon resumption of bargaining, the Administration has told us to expect proposals on Articles 15 (Academic Responsibilities), 16 (Intellectual Property), and 18 (Conflict of Interest, Conflict of Commitment, and Reasonable Apprehension of Bias). They have also mentioned they will be tabling proposals related to Article 41 (Heads of Departments) and regarding research.

In response to *QUFA Bargaining Alert* 1, we received a question about the

composition of both bargaining teams. Please see the box on p. 1 for a list of bargaining-team members for both QUFA and the Administration.

You can find all bargaining-related documents, including the mandate, reports that fed into it, and all *QUFA Bargaining Alerts* on the QUFA Web site.¹

We will be back in touch once we have more to report after bargaining has resumed at the end of July. As we head into the long weekend, we wish you all a restful break.

Note

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

Amy Kaufman and Leslie Jermyn can be reached at qufa@queensu.ca.

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!