



QUFA ALERT!

Queen's University Faculty Association Bargaining Alert

ALERT 4 • 8 AUGUST 2022

The Library and Archives Issue

QUFA and the University do not yet concur on academic leaves for librarian and archivist Members, or on the need to establish a Librarian and Archivist Council

By Amy Kaufman
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QUFA proposed changes to language related to librarians and archivists in the initial weeks of bargaining on 16 June 2022. The full set of proposals related to a range of matters (see box at right). The University countered some of these proposals on 26 July, and we responded with another QUFA proposal on 4 August.

However, the QUFA Bargaining Team has not yet heard the University's position on equity language in Article 31 or on anomalies side table (AST) methodology. We expect the University will bundle its response to Article 31 changes with its general response to our equity language changes, which include modifications to Article 30. The University added a novel proposal in Article 2 to simplify the nomenclature around library departments to remove the single quotation marks that set off the word *department* throughout the Collective Agreement (CA), and to clarify definitions of *library department* and *library department head*. QUFA concurs with these edits.

Library and Archives Proposals

QUFA's full set of proposals involving librarians and archivist Members covers a range of important matters

- Clarifying length of academic leaves;
- Creating a Librarian and Archivist Council (comparable to a Faculty Board);
- Ensuring departmental expertise on Appointments Committees;
- Clarifying duties of department heads, and processes around renewal or replacement of library department heads;
- Adding clarifying language to the anomalies side table (AST) methodology for librarians and archivists;
- Raising the profile of equity-related service work in renewal and promotion processes.

The parties agree that Appointments Committees across the university should include Members with the appropriate expertise or departmental designation. We also agree to add a step to the process of library department head renewal requiring the incumbent, if seeking renewal, to outline their views of the present and future prospects of the library department, in writing, that will be made available for review by Members and staff of the wider library and archives. Those Members and staff are invited to submit their written comments on the document to the Renewal Committee.

The parties do not yet concur on two matters of fundamental importance to librarians and archivists: the characterization of the length of academic leaves, and the need for a Librarian and Archivist Council.

Academic Leaves

With respect to academic leaves, the existing language at Section 33.1.2.8 says that librarian and archivist

academic leaves may be for up to 12 months but are "normally" for 8 months. This language has been interpreted to mean that the default is 8 months, and it has been very difficult for librarian and archivist Members to get 12-month leaves. While some programs of research and study lend themselves to an 8-month leave, some require a full year, so this restriction has limited the kinds of professional development and research projects librarians and archivists can undertake. Fixing this article was of paramount concern among affected Members.

QUFA's current proposal retains the notion of "up to 12 months" but eliminates the presumption that an 8-month leave is "normal." The "up to" language acknowledges that there are 8-month programs of study and research for which a shorter leave may be appropriate, but the article does not assume that a shorter leave is the default. The QUFA proposal also replicates the right, held by other faculty, to a 6-month academic leave after three years of service for second

and subsequent leaves. The option of a 4-month or shorter leave at full salary is unchanged. We will continue to press on this issue.

Librarian and Archivist Council

The second matter where the parties have yet to find common ground concerns the establishment of a formal Librarian and Archivist Council. There are many places in the CA where units are expected to elect Members to committees or otherwise make decisions *as a unit*. Like Law and other non-departmentalized faculties, the library and archives, as a whole, constitute the unit in the CA, but they have no formal means of governing themselves as the CA demands.

QUFA initially proposed the creation of a Council during these negotiations. We heard from the University Librarian that there was willingness to improve dialogue and discuss such a body. However, he argued that it would be too complicated to create the new entity during negotiations,

and while the library and archives unit was undergoing an organizational refresh and strategic planning, as it is doing now. In response, we have proposed that a joint working group be formed to continue the conversation and to recommend the terms of reference for a future Librarian and Archivist Council to be constated in the next round of negotiations. QUFA believes that the effective management of the library and archives depends on establishing clarity around governance matters as outlined in the CA. We look forward to hearing back from the University on this compromise solution.

As always in negotiating a joint document, openness and creativity are key to finding common ground and we appreciate that the University has brought both to the table on library and archives issues. We look forward to their next response.

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

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ALERT! • 23 JUNE 2022
Bargaining Has Begun!
Guided by its mandate from Members, QUFA has tabled a number of proposals for this round of bargaining.

By Amy Kaufman, Co-Chief Negotiator, QUFA

and Leslie Jermyn, Co-Chief Negotiator, QUFA

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

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

- EOP
- Professional Matters
- Librarian and Archivist Matters
- Academic Staff, including:
 - Fiscal stability
 - Support to academic language and to new Letters of Agreement
 - Governance and Discipline
 - Terms of Contract

We have proposed a three-year term (2 July 2022 to 30 June 2025) with a no-opener clause that if 80-20% of the bargaining unit votes in favour for a new contract, we will be obliged to negotiate with the University on the contract.

Our proposals are designed to ensure that we can continue to provide the best possible service to our students and faculty members. We are committed to working with the University to reach a mutually agreeable solution. We will continue to work with the University to reach a mutually agreeable solution. We will continue to work with the University to reach a mutually agreeable solution.

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Note:
<https://www.queensu.ca/bargaining-2022/>
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