

## Strength through Collective Action

QUFA has been successful in guaranteeing the rights of Members at Queen's University through negotiated collective contracts and interim grievance and JCAA settlements. Our ability to do this depends on the strength that comes from collective action. Together we have:

- **Protected the Queen's Pension Plan** by resisting Administration's attempts to make unilateral changes in 2011. QUFA worked with other unions on campus to present a united front.
- **Defended the Collective Agreement** even when Principal Williams wanted to take back wage increases to pay for cost overruns on the Athletic Centre in 2009.
- **Improved Adjunct Working Conditions** by amalgamating regular and adjunct units in 2007.

## QUFA Works!

To find out more about QUFA and how to get involved, please visit our Web site:

[www.qufa.ca](http://www.qufa.ca)

## Contact Us Anytime

### Elected Representatives

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**QUFA Works!**  
**for Faculty,  
Librarians, and Archivists**  
**at Queen's University**

*QUFA works to promote the  
interests of academic staff and  
broader academic interests at  
Queen's University and in the  
community.*

## What Is QUFA?

The Queen's University Faculty Association represents regular and adjunct academic staff. QUFA was certified as a union under the Ontario Labour Relations Act in 1995.

QUFA is governed by an Executive Committee, a Council of Representatives from academic departments and units, and by voting Members who attend general meetings. QUFA also employs a number of staff to assist with core functions.

QUFA is responsible for negotiating contracts for all members of the bargaining unit and for defending Members' rights between negotiations. The current contract, called a Collective Agreement, was negotiated in 2015 and expires in 2019.

## What Does QUFA Do for Members?

QUFA is the representative and collective voice of Members in their dealings with the University Administration. In the first instance, QUFA protects individuals from arbitrary treatment in the terms and conditions of their work at Queen's. This is most obvious when a new Collective Agreement is negotiated, but QUFA Volunteers and Staff are working all the time to ensure that Members' interests are served.

*"QUFA helped me when I faced gender discrimination during the promotion process. I would not have known what to do if I had to go through it alone."*

*--Diane Beauchemin,  
Past President*

## Negotiated Gains

QUFA has won a number of important rights and benefits for Members over the years during contract negotiations. Some notable ones are:

- **Academic Freedom:** Members are protected from discrimination and discipline when exercising their rights to critique.
- **Intellectual Property Rights:** Members own what they create. At McMaster, which is not unionized, the Employer owns what Members create.
- **Family-Friendly Benefits** like Maternity, Parental, and Adoption Leaves.
- **Consistent RTP Processes:** Members are protected from arbitrary treatment and procedural errors and inequities.
- **Grievance Rights:** Members have a process for dealing with violations of their Collective Agreement rights.
- **Job Security** for long-serving Adjuncts
- **Employment Equity Provisions**
- **Fund for Scholarly and Creative Work** for Adjuncts
- **Free Third-party Conflict Resolution Service** for QUFA Members to resolve Member-to-Member disputes.
- **Professional Expense Reimbursements**

## Between Negotiations

When a new Collective Agreement is agreed upon, QUFA's work doesn't end. The Joint Committee for the Administration of the Collective Agreement (JCAA) and the Grievance Committee work year-round to ensure that Member rights and benefits are protected.

### JCAA

The JCAA, consisting of QUFA and Faculty Relations representatives, meets monthly to:

- **Implement** new features of the Collective Agreement;
- **Resolve** differences of interpretation of the Collective Agreement; and to
- **Cooperate** in solving novel problems.

### QUFA Staff and Grievance Committee

Experienced QUFA staff and the Grievance Committee work to:

- **Answer** Member queries;
- **Advise** Members when they experience problems in their working lives;
- **Represent** Members in dealings with the Administration; and, when necessary,
- **Lead** Members through the formal grievance process.

**Ninety percent** of problems are solved without a formal grievance.