As you are aware, the Ford government has barred public-sector unions from negotiating meaningful increases to compensation. Therefore, QUFA focused on the improvement to the fairness of the academic working environment in this round of bargaining. The University Administration has blocked those proposals and responded with ones that further tighten managerial control, extracting work while diminishing our Members’ capacity to flourish. In fact, the Administration appears determined to maximize the precarity of all faculty, accelerating the ongoing deterioration of the full-responsibility faculty-to-student ratio and maintaining the job insecurity of Adjunct faculty.

Financial Exigency

In 2021, Laurentian University invoked the Companies’ Creditors Arrangement Act, enabling it to abrogate the Collective Agreement (CA) with faculty. Over 100 faculty positions were terminated without the protections contained in their CA’s Financial-Exigency clause. The Laurentian University Faculty Association knew the university was in trouble but could not get the University to activate Financial Exigency. QUFA has proposed that QUFA as well as the University Administration could trigger establishment of a Financial Commission to determine whether the layoff provisions of the CA should be activated. The Administration has refused, insisting that it retain the powers that Laurentian used to evade their CA.

Appropriation of Course Materials

Queen’s wants a licence to all teaching materials you develop, which means that you can’t control their use, context, or audience, and they can be used without you. Such a licence facilitates shifting more teaching onto Term Adjuncts, so the university can operate with fewer and fewer full-responsibility faculty.

Adjunct Insecurity

Our CA has provisions so that, if the university repeatedly relies on a Term Adjunct, it has to give that individual limited job security that strengthens to a Continuing-Adjunct appointment if the university relies on that individual long or frequently enough. This system has worked well, but now one provision, Specific Right of Reappointment, is being gamed to ensure that Term Adjuncts who teach year after year at Queen’s never achieve reappointment rights. QUFA has proposed that it be removed. The Administration insists that it stay.

None of these working conditions are acceptable. We are all precarious!

Learn More!

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