The Ford government has barred public-sector unions from negotiating meaningful increases to compensation. Therefore, in this bargaining round, QUFA has focused on improvement to the fairness of the academic working environment, giving particular attention to the situations of Adjuncts and Members from Equity-Deserving Groups. The University Administration has responded by doubling down on its determination to extract work from our Members without heed for their professional flourishing or well-being. What does this look like?

Adjunct Exploitation

Over 40% of courses at Queen’s are now taught by Term Adjuncts, over 80% of whom make less than a living wage—even those teaching intensively. The job-security language in the Collective Agreement (CA) is outdated, and the Administration games it to prevent long-serving Adjuncts from acquiring professional and financial stability. The Administration is adamant that it intends to preserve these provisions so that it can keep delivering its programs at their expense.

Equity and Exploitation

In addition to their other academic responsibilities, Members of Equity-Deserving Groups find themselves with the extra service burden of changing the culture of the University. They perform unacknowledged service in supporting students from Equity-Deserving Groups and excessive committee work. This extra work burnishes the university’s reputation, but receives scant reward or recognition. The Administration needs to say “Yes” to QUFA’s proposals to recognize and reward this work.

Research and Exploitation

The Administration proposed to require all full-responsibility faculty to apply for external research funds regardless of whether the Member thinks such applications are necessary or time well-spent. They qualify the proposed requirement with “as appropriate to their discipline,” but have provided no explanation of how appropriateness will be determined. At the same time, Adjuncts are not compensated or rewarded for the research many do pursue, which contributes to their teaching, and the culture and reputation of the University. QUFA has proposed more support for Continuing Adjuncts who do research.

The Administration’s exploitative approach to academic labour is good for no one. Term Adjuncts are not paid to do service and most Continuing Adjuncts, only minimally compensated for it, often do more service than they are paid for. Student accommodation, administrative and tech tasks are all downloaded to faculty, though the burden falls more heavily in some Faculties than others. QUFA has proposed that Adjunct service be compensated, full-responsibility faculty service be rewarded on par with teaching and research, and that administrative support be provided equitably across all Faculties.

Say “No” to faculty exploitation!

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