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SENT ELECTRONICALLY

Dr. Teri Shearer  
Provost and Vice Principal (Academic)  
[provost@queensu.ca](mailto:provost@queensu.ca)

9 December 2022

Dear Teri,

I am writing on behalf of the Queen's University Faculty Association ("QUFA") to express significant concerns regarding the University's conduct throughout collective bargaining.

## **BACKGROUND**

QUFA and the University began bargaining on June 14<sup>th</sup>, 2022.

From the outset, QUFA presented proposals designed to improve the working conditions of faculty, librarians and archivists. QUFA prepared a comprehensive settlement package in a timely fashion. Despite QUFA's best efforts, little progress was made.

Disappointed with the University's failure to meaningfully engage in direct bargaining, QUFA suggested conciliation, a process whereby the Ministry of Labour appoints an external conciliator to assist the parties to reach an agreement within a framework where failure can lead to job action. The Parties agreed to commence conciliation in January 2023.

In the interim, QUFA and the University engaged the services of an external mediator to facilitate negotiations. Mediation began in December 2022. Prior to commencing mediation, the University had assured our bargaining team that it was prepared and committed to reach a deal.

While we have been able to resolve a limited number of non-compensatory items through direct bargaining and at mediation, the University continues to fail to meaningfully engage with many of our proposals and continues to push for concessions, the need for and implementation of which they cannot explain. There are a few notable exceptions to this pattern, including Library and Archives issues where we have negotiated a satisfactory compromise.

This week, we asked the University negotiators for confirmation that they have a mandate to reach a comprehensive settlement with QUFA. We have yet to receive a direct response to this question.

### **MOVING FORWARD**

QUFA will not spend membership time and resources in a mediation process when the University's negotiators are unable or unwilling to confirm whether they have a mandate to resolve outstanding issues.

As a result, QUFA will be preparing for conciliation in January 2023. Before then, we will consult our members and seek a mandate for strike action. These consultations commence the week of December 12, 2022.

Job action is a last resort. QUFA is committed to students and the university community at large. We urge the University to instruct its bargaining team to engage with QUFA on all outstanding issues in order to achieve a collective agreement.

Sincerely,

Jordan Morelli, President  
Queen's University Faculty Association

cc. QUFA Members