The Ford government has barred public-sector unions from negotiating meaningful increases to compensation. Nevertheless, the University Administration can still do many things to better support and reward academic staff in the work they do. QUFA has proposed numerous ideas to the Administration on which we can get no meaningful response.

Members of Equity-Deserving Groups carry an extra service burden of changing the culture of the university, something the Administration claims to want. They support students from Equity-Deserving Groups and do excessive committee work. This extra work burnishes the university’s reputation but receives scant reward. We have proposed that extraordinary service should receive merit and other recognition comparable to teaching and research.

We have proposed that the Administration must provide equitable support across all faculties with respect to student accommodations, technology, and basic administrative tasks—not dedicated staff support in wealthy Faculties and DIY for the rest of us.

We have proposed substantially increasing Professional Expense Reimbursement (PER) allowances, the creation of an internal research grant, and augmenting the fund for Adjunct research and professional development.

We have proposed returning to annual merit and doubling the merit award in 2023.

Above all, we demand that negotiation for compensation be reopened should Bill 124 be found unconstitutional. The Administration has refused to consider this demand. Particularly in light of the sacrifices made and the damage suffered by our Members during the COVID-19 pandemic, the Administration cannot treat Ford’s political gambits as a windfall.

We all deserve support, recognition, and respect!

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