



# QUFA VOICES

Your Queen's University Faculty Association Newsletter

## VOICES IN THIS ISSUE: March 2023

- PRESIDENT'S VOICE:** Bargaining Concludes, by Jordan Morelli ... 1-2  
**EXECUTIVE DIRECTOR'S VOICE:** Making the New Collective Agreement Work, by Leslie Jermyn ... 2-3  
**FYI:** Negotiated Changes to Merit and Salary, by Leslie Jermyn ... 4  
**QUFA PEOPLE:** Hats off to the Job Action Committee, by Amanda Ross-White ... 5  
**GRIEVANCE CORNER:** Endings and New Beginnings, by Peggy Smith ... 6

### PRESIDENT'S VOICE

## Bargaining Concludes

The 2022 round of bargaining has concluded with the ratification of a new Collective Agreement

**By Jordan Morelli**  
**President, QUFA**

We were pleased to announce that the QUFA Bargaining Unit ratified the tentative agreement presented by the Bargaining Team and recommended by both the Executive and Council. Almost 70% of those eligible to vote agreed that the new terms were satisfactory. Once the Queen's University Board of Trustees ratifies the new terms, they will become operational, some with retroactive effect.

We will begin to produce interpretive guidelines and workshops for QUFA Members so that you are fully aware of changed or improved rights and processes. If you're unsure of whether a new term applies to you now, please be in touch with QUFA Member Services Office Micheline Waring (micheline.waring@queensu.ca) or QUFA Executive Director Leslie Jermyn (qufaed@queensu.ca).

### QUFA IMAGES

## Way to Go, Team!



supplied

Many thanks to the QUFA Bargaining Team for all their hard work over the last several months in negotiating the new Collective Agreement (left to right: Gillian Akenson, James Stotz, Micheline Waring, John (JR) Rose, Leslie Jermyn, Awet Weldemichael, Ayca Tomac, Amy Kaufman).

In thinking about lessons learned from this round of bargaining, we are taking seriously the toll such protracted negotiations took on our Bargaining Team, Job Action Committee, Executive, Council, and Members as a whole. The parties first met in mid-June 2022 and scheduled fairly intensive blocks of whole days to negotiate over the summer and fall; there is no reason it should have

taken so long to get to the finish line. We are building institutional knowledge on how we might have moved things along faster and how we might plan for future rounds. That said, in the end, the delay worked strongly in our favour with respect to the Superior Court finding in late November that the Bill 124 salary moderation legislation was unconstitutional. Many faculty

associations that we were envious of for settling quickly are now struggling to renegotiate compensation in light of the changed legislative environment. A final note on this: QUFA is one of the very few faculty unions that completely escaped Bill 124 caps on salary.

We have made sure to thank our teams and committees at every opportunity, but as sincerely as we express that gratitude in a moment or two in a meeting, we really cannot repay our dedicated volunteers and staff who made this round as successful as it has been for the hours and days and weeks of fractured focus, frustration, and stress that the bargaining uncertainty entailed. As we begin to learn about the new terms and conditions of work at Queen's, I would ask that we keep that sacrifice in mind such that we express valid critiques of the new Collective Agreement as constructively and mindfully as possible, recalling also that QUFA is not solely responsible for the outcome.

I thank you all for your attention and support over these past months; I hope you will continue to attend to QUFA communications, that you will try to attend Member meetings in the future, and that you might consider joining a committee or becoming a QUFA Council representative for your unit. QUFA is only strong because you make it so.

**Jordan Morelli can be reached at [morelli@queensu.ca](mailto:morelli@queensu.ca).**

## EXECUTIVE DIRECTOR'S VOICE Making the New Collective Agreement Work

QUFA Members are cordially invited to share their expertise by participating in new side-tables, committees, and forums to help make the new Collective Agreement work for all Members

**By Leslie Jermyn  
Executive Director, QUFA**

The new Collective Agreement (CA) contains a large number of substantive and monetary changes, and we'll be communicating with Members in *QUFA Voices* and through workshops to explain what these changes mean. We also negotiated new opportunities for the parties to work collaboratively to study complex issues of mutual importance. Some of these opportunities will require expertise we hope to tap among our Members, so please read on to see if there's something of interest to you.

### 1. Compensation Side Table

For years, QUFA Members have raised valid concerns about the Queen's faculty salary model, including concerns about how merit is assessed and applied. We decided not to bargain any substantive changes to salaries and stipends this round (except increases and a shift in timing), but asked to work with the University to study the salary model and consider alternatives that could resolve some of the inequities

## ANNOUNCEMENT QUFA Spring General Meeting

Please join us for our Spring General Meeting:

**Thursday 27 April 2023  
1.00 p.m. – 3.00 p.m.  
via Zoom**

When you receive an invitation via e-mail, please RSVP to Elizabeth Polnicky at [ep43@queensu.ca](mailto:ep43@queensu.ca) for Zoom details.

The budget for the coming year will be presented, and open Executive Committee positions will be elected. Please see the current Policies and Protocols document on the QUFA Web site for election rules at virtual meetings:

**<https://www.qufa.ca/about/constitutional-documents/>**

produced by the current model. We would be interested to hear from Members who have an academic interest or background in this area who would be willing to advise participants at the table or to represent QUFA's interests directly at the Side Table.

### 2. Information Technology Discussions at JCAA

We negotiated adding Information Technology (IT) as a standing item to

### QUFA VOICES March 2023 (Volume 18, Number 3, Issue 109)

QUFA Voices is published by the Queen's University Faculty Association (QUFA), 9 St Lawrence Avenue, Kingston, Ontario, K7L 3N6, Canada ([qufa@queensu.ca](mailto:qufa@queensu.ca)). It is distributed electronically to all QUFA Members via the QUFA-NEWSLETTER-L listserv. Past issues are archived on the QUFA Web site at <http://www.qufa.ca/publications/>.

QUFA Voices publishes QUFA-related news and information for QUFA Members and provides QUFA Members with a forum to express their QUFA-related ideas and opinions. We want to hear from you! Please send your QUFA-related story ideas, news items, opinion pieces, letters to the editor, photographs, and other submissions to the editor.

QUFA Voices is edited by Robert G. May. He can be reached at [mayr@queensu.ca](mailto:mayr@queensu.ca).

the JCAA agenda to encourage Queen's Information Technology Services (ITS) to share with us any plans for new hardware or software in advance. We hope in so doing to raise concerns and resolve problems that new IT often brings before the new products unnecessarily complicate Members' lives or risk their data security. We secured the right to bring our own "IT experts" to these meetings to ensure we best represent Members' interests. Again, if you're interested in this area, please reach out to us.

### 3. Spousal Hires Discussion at JCAA

The University would not create a Retention Working Group where the parties could have considered spousal hires and problems such as childcare spaces. Instead, they agreed to discuss the matter of spousal hires at JCAA and granted QUFA two positions on the relevant sub-council of the University Council on Anti-Racism and Equity (UCARE) (please see below). The spousal hire question is complex, and Members are not of one mind about their use or value. If there are Members who would be willing to work on helping QUFA to formulate a position on this important matter, we would like to hear from you.

### 4. Faculty and Staff Recruitment, Retention, and Support Sub-Council of UCARE

We now have two seats at this sub-council, and we hope to be able to use them to raise the profile of issues of concern to new Members, such as access to family doctors, mental health practitioners, and childcare spaces. If you are interested in being a QUFA delegate, or if you have other information or advice to share about the sub-council or with QUFA delegates, please reach out to us.

## ANNOUNCEMENT Nominations Are Open

The Nominations Committee is chaired by Past President Elizabeth Hanson. The Executive positions up for nomination or election this year are:

- **Vice President**
- **President**
- **Chair of the Political Action and Communications Committee (PACC)**
- **Chair of Council** (to be elected by Council in March or April)
- **Term Adjunct Representative**
- **Member at Large** (one of two positions)

The new **Past President** is appointed in this round.

If you are interested in standing for election, or if you know of people interested to serve, please get in touch with Elizabeth Hanson (hansone@queensu.ca) or QUFA Executive Director Leslie Jermyn (qfaed@queensu.ca).

### 5. Library and Archives Forum

QUFA and Queen's agreed to the establishment of a new forum for the Library and Archives. QUFA has been advocating for this forum for some time, so this result is very satisfying. The terms of reference of this group will stand outside of the CA for governance reasons, but the forum will enable Librarians and Archivists to manage aspects of the CA usually designated to "Units." If you are a Librarian or Archivist Member, please watch for announcements about the forum, and please be sure to attend to make the forum as productive and useful as possible.

### 6. Finance and Budget Review Committee

We were not successful in bargaining stopgaps against Queen's pursuing insolvency or bankruptcy proceedings as a way of avoiding the financial exigency provisions of the CA. The group we formed to study this issue in advance of bargaining has thus become essential as a watchdog and early warning system. They continue to track Queen's University- and faculty-level budgets and financial statements in order to understand what impacts Queen's financial well-

being and to alert QUFA should warning signs appear. Financially literate Members or those wishing to become so are encouraged to reach out if they would like to join this QUFA committee.

If any of these volunteer possibilities are of interest to you, please contact Leslie Jermyn via e-mail.

**Leslie Jermyn can be reached at qfaed@queensu.ca.**

## QUFA VOICES Voice Your Views!

If you have an opinion about anything you read in *QUFA Voices*, send us a letter to the editor!

**mayr@queensu.ca**

**OUR ONE HUNDRETH ISSUE: September 2021**  
 PRESIDENT'S VOICE: A Warm Welcome to QFA Members New and Returning, by Jordan Maxwell ... 1-2  
 PIV: Dual Modes of Career Delivery, by Jordan Maxwell ... 2  
 EDITOR'S VOICE: Our One Hundredth Issue of QUFA Voices, by Robert C. Mayr ... 3  
 GREYHAWK CORNER: Your Joint Health and Safety Committee, by Peggy Smith ... 4  
 QUFA IMAGES: Welcome Back BRG, by Monika Holczschak ... 5

**OUR PEOPLE**  
 A Warm Welcome to QFA Members New and Returning  
 QUFA welcomes to work on its Member's behalf all the passionate, committed, and as we look towards collective bargaining work.  
 By Jordan Maxwell  
 President, QUFA

**YOUR QUFA EXECUTIVE COMMITTEE 2021-2022**  
 Here is your QUFA Executive Committee for the coming academic year:

|                                |                                     |
|--------------------------------|-------------------------------------|
| Jordan Maxwell                 | President                           |
| Louise Sanderson               | Past President                      |
| Kayl Labe and Elizabeth Hanson | Secretary                           |
| Rob Mayr                       | JCAA Co-Chair                       |
| Michael White                  | Executive Committee Chair           |
| Andrew Adams                   | PACC Chair                          |
| Leslie Jermyn                  | Council of Representatives Chair    |
| Shafiq Hameed                  | Library and Archives Representative |
| April Tarnes                   | Term Adjunct Representative         |
| Chantal Bourne                 | Continuing Adjunct Representative   |
| Lynne Hansen                   | Equity Representative               |
| Melissa Houghton               | Member at Large                     |
| Office Members                 | Member of Large                     |
| Monika Holczschak              | Health and Safety Officer           |
| Robert C. Mayr                 | Communications Support Person       |

QUFA University-wide, these QUFA Members for serving on the QUFA Executive Committee this academic year:

FYI

## Negotiated Changes to Merit and Salary

Numerous changes were negotiated in this round of bargaining, affecting merit, salary, stipends, PER, and other monetary matters

By Leslie Jermyn  
Executive Director, QUFA

### Salary, Stipends, and Retroactivity

As you know, we agreed to across-the-board (ATB) salary increases of 3.5% for 2022, 3% for 2023, and 3% for 2024. We also negotiated a higher base Adjunct stipend for a half course of \$8,500. The first ATB of 3.5% will be applied to that to create the base stipend of roughly \$8,797 for 2022-2023. The parties are working on producing half-course stipend charts, which will be available on the QUFA Web site as soon as they are finalized.

Members will receive a lump-sum retroactive payment in May 2023 to cover the difference between 2022 negotiated amounts and what they were actually paid (minus legislated deductions, pension contributions, and union dues).

There has been discussion at Member meetings about whether there is a way to ameliorate the taxes owed on the retroactive payment. My research suggests that retroactive wages *do not qualify* for the special tax calculation on lump-sum payments.<sup>1</sup> However, if I've got this wrong, please advise, and we will make sure people are informed about what they can do.

### Term of Agreement and New Salary Adjustment Timing

As we have moved the term of the new Collective Agreement to 1 July 2022 to 30 June 2025, annual salary adjustment will move in future to July (for 2023 and 2024). As part of this transition, Faculty Relations intend to prepare a salary letter for you this

## Retroactive Salary and Pension

Faculty Relations need the time to get retroactive salary and pension calculations right and properly noted in the HR system to ensure that your pension accrual is adjusted and that the system records your earnings from May 2022 to June 2023 at the higher level. This is important for calculations of the average of your best 48 months' salary, which are used in determining your pension amount.

The University assures us that the system will be fully updated and correct by May of this year, but if you are planning to retire before then, you will want to ensure that the Pension Office is in touch with Faculty Relations to determine your correct salary level for this past year, and to ensure that retroactive pension contributions from you and from Queen's are made to the University Pension Plan before you terminate your employment.

May to reflect salary and merit adjustment retroactive to May 2022, and the July merit and salary adjustment to be applied for 2023-2024.

### Transition to Annual Merit Based on Academic Year

In order to return to an annual merit assessment, while also transitioning to a new salary adjustment (in July) and a new assessment period (academic year), the parties agreed to the following:

1. Calendar years 2020 and 2021 have already been reported by you and assessed, though no merit scores have yet been released. This is the final biennial assessment, and the parties agreed to allow it to play out as planned, which means that two scores will be assigned for these years, those scores will be averaged, and the average will be applied to two years' salary adjustment (May 2022 and July 2023).
2. To transition to assessing academic year (July to June), all of 2022 and the first half of 2023 (January to July) will be reported and assessed together. Members will report on this period in the early fall of 2023. This assessment of performance will be applied to salary in July 2024.

3. To account for the longer period to be reviewed (18 months or 1.5 times longer) and thus the greater incidence of meritorious performance, the band of additional points will be raised for this assessment for both Faculty and Librarians and Archivists by a factor of 1.5 (see the new MOA for details).

Thereafter, 12-month periods from July to June will be reported each fall, and the assessment will be applied to the salary adjustment the following July. More information will follow for people in unusual circumstances.

### Professional Expenses

There are a number of other monetary increases that I won't detail here,<sup>2</sup> but it bears noting that the Professional Expense Reimbursement (PER) rollover period has increased to three years, meaning that, as at May 2023, PER from up to 3 years' allotment will remain in your account. The 2022 PER is also adjusted upwards to \$2,458 for continuing Members and \$350 per half course for Term Adjuncts.

### Questions

If you have questions that are not answered here, please e-mail me with "Compensation Question" in the subject line.

## ANNOUNCEMENT

### Health and Safety

QUFA encourages Members to raise any perceived issues related to safety in their work environment via their respective Joint Health and Safety Committee (JHSC). Please see the process on the QUFA Web site:

<https://www.qufa.ca/hs/>

Please contact QUFA Health and Safety Officer Nicolas Hudon ([nicolas.hudon@queensu.ca](mailto:nicolas.hudon@queensu.ca)) if you are unsure who to contact with respect to health and safety matters.

**Important:** We are looking for a QUFA Member to serve on the Faculty of Health Sciences JHSC, as prescribed by the Ontario Health and Safety Act. By law, the Member sitting on the JHSC must be named by QUFA Members. For this reason, we are unable to ask the Faculty of Health Sciences to appoint a representative. More information about JHSCs at Queen's can be found on the University's Risk and Safety Services Web site:

<https://www.queensu.ca/risk/safety/general/joint-health-committee>.

#### Notes

<sup>1</sup><https://www.canada.ca/en/revenue-agency/services/tax/businesses/topics/payroll/payroll-deductions-contributions/special-payments/qualifying-retroactive-lump-payments.html>

<sup>2</sup><https://www.qufa.ca/wp-content/uploads/2023/02/15-QUFA-Alert-16-Feb.-2023.pdf>

**Leslie Jermyn can be reached at [qufaed@queensu.ca](mailto:qufaed@queensu.ca).**

## QUFA PEOPLE

### Hats Off to the Job Action Committee

**The Job Action Committee made the “invisible labour” of bargaining visible to both QUFA Members and Queen’s Administration**

**By Amanda Ross-White  
Chair, Job Action Committee, QUFA**

The concept of “invisible labour” encompasses all the work that contributes, and is often even necessary, to the economy but goes largely unrecognized. We all, to varying degrees, perform invisible labour, and probably every one of you is thinking of the types of thankless tasks you do every day. When it comes to bargaining, the Job Action Committee (JAC) plays a fascinating role in making invisible labour visible. It is our job to ensure that, should a strike or lockout happen, that job action should run as smoothly as possible. This involves a lot of work, from pricing of rental vans to shuttle Members to the picket lines, to touring facilities to rent as a strike headquarters. These behind-the-scenes jobs are critical to ensuring that, on the morning of a strike, everyone knows what to do, knows where to go, and has the equipment they need.

But it also the job of the JAC to make all these strike preparations visible. We need to intentionally Tweet pictures of our strike headquarters, or send regular e-mails to Members advising them of the process. We make the invisible visible as a form of bargaining pressure. When we make plans to strike, we are sending a signal to the Administration that they need to put their best offer forward. Without it, we could potentially find ourselves locked out, without so much as a porta-potty to use!

That’s why I’m incredibly grateful for all the hard work of our volunteers on the JAC and its various

subcommittees: Valerie Bartlett, Alicia Capello, Megan Edgelow, Rebecca Hall, Elizabeth Hanson, Melissa Houghtaling, Sammi King, Ken Ko, Alyson Mahar, Robert G. May, Cella Olmstead, Carolyn Prouse, Scott Rutherford, Sarah Shulist, Isabelle St-Amand, Victoria Sytsma, Ayca Tomac, Greg Wanless, Bradley Weinberg, and Michael White. I also want to thank the over forty volunteers who signed up to be picket captains, took the training, and were prepared to help lead us on the lines.

From the QUFA Office, Elizabeth Polnicky provided incredible support and made sure a lot of little details were not forgotten. Our Bargaining Team kept us regularly updated, and answered our questions and the questions from Members. QUFA President Jordan Morelli provided additional leadership.

We also had great support from Jordyn Perreault-Laird, the Engagement and Campaigns Coordinator at OCUFA, and other faculty unions from across the province. I also appreciated the strong communication with our QUFA Councillors, who helped communicate with everyone and provided feedback and suggestions. Thank you to all who participated, both directly and indirectly. And if there’s anyone I forgot, the fault is mine. It truly takes a large group effort, and I’m deeply grateful.

The goal is always a strong (and timely!) Collective Agreement for our Members. The invisible labour of the JAC makes this possible by putting pressure on Administration and ensuring that, in a worst-case scenario, all the small things are taken care of. And if you’ve ever been caught out in the cold without anywhere to “go,” you’d know that is no small thing!

**Amanda Ross-White can be reached at [amanda.ross-white@queensu.ca](mailto:amanda.ross-white@queensu.ca).**

## GRIEVANCE CORNER

# Endings and New Beginnings

Peggy Smith reflects on her time as QUFA Grievance Officer as she prepares for her much-deserved retirement

**By Peggy Smith  
Grievance Officer, QUFA**

Three years ago, I left the QUFA Office on a beautiful sunny day with a box full of files to keep me occupied for a few weeks at home while the world learned to deal with a growing pandemic. It was the March Break, Sophie Trudeau had tested positive after attending a conference in the UK, flights abroad were being cancelled, and we had been told to go home and isolate in place for an undisclosed period. In the October 2020 edition of *QUFA Voices*,<sup>1</sup> I described the “the view from my car,” having by then accepted that a car office in my apple orchard was not the long-term solution needed to continue to adequately serve the QUFA membership. What I could not predict was that three years later I would be getting ready to retire without having returned to the QUFA Office for any substantive period.

Over those three years, *QUFA Voices* brought us together as we learned to work and teach remotely, balance family and work responsibilities, and shared ideas about how to nurture our physical and mental health in the strange new world that was defined by COVID-19.

*QUFA Voices* also served to educate QUFA Members about the steady stream of statutory initiatives by the Ford government in a seemingly ongoing effort to undermine the autonomy and independence of the University and QUFA’s right to bargain freely on your behalf. These initiatives included rules around privacy in the workplace, the creation of an Intellectual Property Management

Plan, mandating COVID-19-related health and safety responses including vaccine mandates, masking and ventilation, and a three-year wage freeze. Owing to the extended time consumed by the recent negotiations, the negotiating team was able to address many of these initiatives with strong language protecting QUFA rights in the newly ratified Collective Agreement (CA).

Going forward, a recent initiative known as Bill 26 that governs relationships between faculty and students will continue to present challenges. You can expect to hear more about the challenges and planned responses in future columns and workshops to be announced.

I also expect that the number of student harassment complaints about our Members’ teaching and interactions will continue to rise. This is the direct result of a central harassment policy that treats all complaints with a view towards mitigating potential liability for the University and the legal obligation to investigate any complaint of harassment. QUFA Members can expect that most student complaints will be outsourced to a neutral third party, and that this will be the new normal, not the exception. This can be a stressful time, but please remember that the investigation itself is not evidence of any wrongdoing, and you will have QUFA representation throughout the investigation process.

In closing, as I start to look forward to the challenges of retirement, I want to say how proud I am to have been part of the QUFA Grievance team that has worked tirelessly on your behalf to address the challenges of the past three years. In particular, I want to thank Constance Adamson for sharing her institutional knowledge and her calm presence as she guided our committee through hard conversations. I also want to acknowledge the efforts of the tenacious Bargaining Team that

### SOCIAL MEDIA

## Interact with QUFA!

QUFA Members can stay up to date with QUFA news, events, and items of interest by accessing our Web site and following us on our social-media channels!



[QUFA Web site](http://www.qufa.ca)  
[www.qufa.ca](http://www.qufa.ca)



[QUFA on Facebook](https://www.facebook.com/QUFApage)  
[www.facebook.com/QUFApage](https://www.facebook.com/QUFApage)



[QUFA on Twitter](https://www.twitter.com/QUFAtweet)  
[www.twitter.com/QUFAtweet](https://www.twitter.com/QUFAtweet)

**NEW!**



[QUFA on Instagram](https://www.instagram.com/QUFAGram)  
[www.instagram.com/QUFAGram](https://www.instagram.com/QUFAGram)

produced the recently ratified CA. And finally, I want to thank Robert G. May, our editor-in-chief of *QUFA Voices*, for keeping us connected regardless of where we are working. It has been my pleasure to work with you.

### Note

<sup>1</sup><https://www.qufa.ca/publications/qufa-voices/october-2020/>

***Peggy Smith can be reached at [smithpe@queensu.ca](mailto:smithpe@queensu.ca).***