

BARGAINING ALERT!

Tentative Agreement Defends Against Administration's Attacks

QUFA's Bargaining Team has successfully fought to protect Adjuncts, the salary model, and the academic integrity of Queen's

**By Allan Manson
Chief Negotiator, QUFA**



While we cannot boast any major achievements in this round of bargaining, QUFA has successfully defended

against the Administration's attacks on our Adjunct Members, the salary model, and the academic integrity of our institution.

The Broad Strokes

The tentative agreement will:

- ensure job security for Term Adjunct Members;
- protect the FTE of Continuing Adjunct Members;

- preserve the salary model with modest ATB increases; and
- provide for pension restructuring in ways that will enhance pension sustainability, but still maintain the minimum guarantee, indexing, and early retirement options.

The tentative agreement will not include the proposed new "teaching-only appointments," nor will it include changes to the tenure process.

The agreement is not where we wanted to be on matters that would improve the working conditions of our Members. However, it will include a proper sick-leave provision, an opportunity to improve long-term disability benefits, and an indemnity for copyright infringements arising from new restrictions on academic use.

QUFA Solidarity Helped Achieve a Positive Outcome

QUFA can be proud that, with solidarity and support, we have protected the essential elements of our earlier collective agreements in the face of an aggressive attack.

Job Action Not Warranted

Neither the QUFA Bargaining Team nor the QUFA Executive believe that the outstanding issues warrant a resort to

job action, with the serious implications that would ensue for our students and the larger Queen's community.

A full summary of the tentative agreement will be distributed when it has been finalized.

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