

QUFA VOICES

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PRESIDENT'S VOICE

Welcome to QUFA!

Diane Beauchemin begins her term as QUFA President by looking ahead to the new round of collective bargaining in December 2014

By Diane Beauchemin
President, QUFA



Welcome to all continuing and new QUFA Members! I hope you all had a wonderful and productive summer.

My term as President started recently, with a national holiday, Canada Day. The June 2013 arrival of Leslie Jermyn, the new Executive Director (ED) of QUFA, helped immensely with my transition into this new position. Leslie is already making a huge positive difference in the operation of QUFA. For instance, not only is she streamlining the operation of the QUFA office, but she worked on

QUFA IMAGES

QUFA Retreat



Monika Hotzschuh Sator

Members of the QUFA Executive attended a retreat on 3 September to plan ahead for the coming year.

QUFA's Web site, prepared a well-organized information binder for the Executive, and is developing new communications protocols (both within

the Executive and with the Membership) to make them more efficient. The ED and I form a "dynamic duo" at your service.

I attended a number of educational and professional workshops in preparation for my Presidency and the next round of bargaining. As President-Elect, I attended the Canadian Association of University Teachers (CAUT) Workshop for New Presidents in May 2013. This was followed by the first Canadian Labour Council Ontario Region Women's School in July. These two events and the Ontario Confederation of University Faculty Associations Collective Bargaining Workshop that I attended last year helped give me ideas about how to connect and work together with the Membership. This is important, since the current collective agreement expires at the end of April 2015, and we will be going back to the bargaining table in December 2014. While bargaining may seem far away, we need to collect information now on the main issues important to Members, so that the bargaining team can focus on them during the next round of bargaining.

In preparation for December 2014, Leslie and I initiated two events to connect more frequently with you in different venues: "Unit Visits" and "Lunch with Members." Leslie and I will visit units who accept our invitation to hear Members' concerns. These unit visits will allow us to reach people beyond those attending general meetings. Your concerns and issues will be brought back to the Executive and the bargaining team. One such visit has already taken place at the time of writing and proved

to be very informative for QUFA's work.

The "Lunch with Members" venue offers a less formal setting for individuals to chat about concerns and issues. This term, these lunches will normally be at 12.30 p.m. on Wednesdays or Thursdays at the University Club, or at 12.00 noon on Fridays at either Leonard Hall or Ban Righ Hall. We will vary the day and location to provide more opportunities for you to meet with us over lunch. Watch for announcements on the Web site, in *QUFA Voices*, and in e-mails for dates and locations.

We are always happy to hear from you even if you cannot make it to the unit visits or lunches, so contact me anytime. As the official spokesperson, I need to know what you think to be able to speak on your behalf. Rest assured that information shared with us is kept in confidence and will be shared only on a need-to-know basis with appropriate QUFA staff and/or committees.

The Executive had a very productive annual retreat on 3 September. I thank Leslie for organizing the productive retreat at which I presented many of the above-mentioned ideas. My suggestion to institute an annual Member Appreciation Event, to which all Members are invited, resulted in a motion being passed by the Executive and then approved by Council. This event includes awards for distinguished service to QUFA and will be held in April after

COLLECTIVE BARGAINING

Bargaining to Begin in Late 2014

QUFA wants to know what your concerns are ahead of the next round of collective bargaining

By QUFA Staff

The current collective agreement expires on 30 April 2015. QUFA will try to expedite negotiations, presumably starting in late 2014, by preparing our positions well in advance.

To do so, QUFA needs your input. In future issues of *QUFA Voices*, we will describe individual components of the collective agreement that we anticipate will be subject to negotiations, initiated either by QUFA or the Administration. These will provide the background to the article in question and present, in an unbiased manner, the positions for and against potential changes to that part of the collective agreement.

If you wish to see a specific article of the current collective agreement discussed in this forum, please contact us to let us know.

QUFA can be reached at qufa@queensu.ca.

QUFA VOICES ■ SEPTEMBER 2013 ■ VOLUME 9, NUMBER 1, ISSUE 42

QUFA Voices is published every two months by the Queen's University Faculty Association (QUFA), 9 St Lawrence Avenue, Kingston, Ontario, K7L 3N6, Canada (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 at robert.may@qufa.ca.

QUFA Voices is edited by Robert G. May (English). He can be reached at robert.may@qufa.ca.

the Spring General Meeting.

On the student community front, QUFA's new Vice-President Lynne Hanson and I have had monthly meetings over the summer with Alma Mater Society (AMS) President Eril Berkok and the AMS Commissioner. Queen's AMS has partnered with the Sydenham District Association to appeal Kingston Council's recent decision to the Ontario Municipal Board on behalf of Residents for Effective Representation, a coalition of citizens and community groups who want City Council to change its recent electoral boundary decision and accept the preferred option recommended by City staff. The re-drawing of electoral district boundaries to exclude student residents results in gross under-representation of downtown residents and property owners, which include several QUFA Members. A motion was passed by the Executive and approved by Council to offer some financial assistance to the AMS towards its legal fees.

On the workplace front, Unity Council (a council of all unions representing Queen's employees) meetings started on 9 September with Health and Safety issues being a high priority on the agenda. Because health and safety is common to all workers at Queen's, a proposal to establish a Health and Safety Joint Subcommittee of the Unity Council was passed. This will help build even stronger relations among campus unions who will look out for one another's health and safety in the workplace, regardless of sector. It will also help ensure the Employer is meeting its health and safety obligations. This subcommittee will meet regularly, perhaps every two months, and report findings to Unity Council, including ongoing problems and any lack of response from the Employer to remedy ongoing health and safety concerns. Owing to my teaching commitments during the lunch hour this fall, when these meetings are held, Lynne Hanson will be attending in my place.

On the research community front, I was one of the speakers at the Stand Up for Science Rally held on 16 September in front of Stauffer Library. Important speeches were given by Ted Hsu, Anne-Marie Grondin, Peter Hodson, and John Smol. To continue this fight, two other events are being planned: one in January by CAUT on Get Science Right, a town hall community event about the muzzling of government scientists and reductions in Federal funding, and one during Reading Week on the change in the funding regime, where the emphasis is increasingly on industry partnerships.

Last, on the teaching front, we are planning to host a public event in December 2013 to discuss the pros and cons of online learning, and another one in April 2014 on the austerity agenda and its implications. I hope to see many of you at these events. If you have ideas for event topics, please contact us with your suggestions.

In conclusion, I wish everybody a productive year and I look forward to meeting you at QUFA meetings and events!

Diane Beauchemin can be reached at qufapres@queensu.ca.

COMING SOON

QUFA Digest

A compendium of important news items delivered straight to your e-mail every month

In the next weeks, watch your e-mail inbox for the *QUFA Digest*. Once a month, we'll compile a short list of events, actions, and news items that are relevant to you as a QUFA Member. We'll tell you about QUFA and Queen's events and deadlines and connect you with what's happening in higher education locally and regionally.

QUFA PEOPLE

QUFA Welcomes a New Executive Director

Leslie Jermyn joins QUFA as our new Executive Director

**By Leslie Jermyn
Executive Director, QUFA**



I am delighted and honoured to join the staff at QUFA as Executive Director. Working for an academic labour union

brings my two passions together in one job: higher education and union work. The first has been central to my working and volunteer life for over twenty years while the second is a relatively new-found calling.

I began to teach at the university level a couple of years before the completion of my Ph.D. in 1995. I had always wanted to teach and was excited by the challenge of bringing my discipline, Social Anthropology, to undergraduate students. I made a conscious decision to combine contract university teaching with other pursuits, including creating alternative and mainstream media products and research in the public interest. In the next few years, I taught for my Alma Mater, the University of Toronto, for Trent University in Peterborough and Ecuador, and for the University of Pittsburgh on a ship travelling around the world.

By the early years of this century, I began to rely more on contract teaching to make a living, and the Anthropology Department at the University of Toronto began to rely more on me to offer their core intake courses in Social Anthropology. I vaguely recall signing a card to unionize sessionals with CUPE 3902 in 2005 and dutifully came out for important membership meetings during



Robert G. May

Leslie Jermyn is QUFA's new Executive Director.

bargaining, but the union was like the upper reaches of the administration, just background to my work in and outside the classroom. The York University sessional and teaching assistant strike of 2008-2009 changed all of that.

The 2008-2009 York strike was big news in December 2008. Thousands of workers were on the lines, and the University had decided to close for the duration, leaving tens of thousands of students in limbo. Toronto media were increasingly hostile to the Union, and the Union reciprocated. As a sessional at the "other" Toronto university (deepest apologies to Ryerson), I paid attention. When my union sent out the call to come to focus groups to share our concerns for the next round of bargaining, I decided to answer to see what they had planned and whether they were up to the task of bargaining after what happened at York. By the end of the meeting, I had been talked into running for a vacant position on the Executive to represent the sessional unit and so began professional passion number two.

I was elected to the Executive in January of 2009—I was conscious of being so completely unprepared to take up this work, that I voted for my opponent—and spent the next five years of my life learning how to do union work. I was the representative for my unit for sixteen months and then President of the union for a year (the first sessional instructor to hold this position), and finally Vice-President representing two units, one of which I had helped to bring into the union. When my term as Vice President ended, I stayed on to negotiate the first collective agreement for the new unit. During this time, I was selected to represent CUPE 3902 on CAUT's Contract Academic Staff (CAS) Committee (2009). When CAUT changed the structure of the CAS Committee to a Standing Committee in 2011, I was the first elected Chair and as such, sat on the CAUT Executive Committee for two years (2011-2013). In short, I lived and breathed union work and loved every minute of it.

As luck would have it, while I was busy forging a new path in the union world, I got "head-hunted" by York Anthropology to do for them what I was purported to

do for U of T: attract majors in Anthropology. In 2011, I started work as an Assistant Professor at York on a one-year contract that was then renewed for two more years. Although teaching large undergraduate courses is pretty much the same everywhere, there is a wondrous difference between doing it as a contract-to-contract sessional, peripheral to decision-making at unit or university levels, and doing it as a person with a private office, rights to participate in governance, and a paycheck twelve months of the year. This brought home to me the vital work of all faculty unions to advance and defend dignified conditions of work for all Members. As that lesson was sinking in, QUFA posted the job of Executive Director, and I decided to take a shot at moving to full-time union work.

Since starting work here in June, I have had no regrets. There have been adjustments, to be sure. I have had to learn new vocabulary so that I now understand that Members "having trouble with their head" may be a legitimate Association concern: where I came from, the union dealt with people having trouble with their furniture, not their anatomy. I am a little wistful seeing the new crop of undergraduate students, knowing that I will remain anonymous to most of them. But anonymity, it seems, is a rare commodity in a smaller city, where acquaintances ask where you were going last Thursday evening on Princess Street. Whatever the challenges and changes, for me, the shift to full-time union work in a university context is a dream come true and represents the final merger of my two professional worlds.

I look forward to meeting more of you in the coming months and learning more about QUFA, Queen's, and Kingston.

Leslie Jermyn can be reached at jermynl@queensu.ca.

EDITOR'S VOICE

QUFA Voices Is For You!

Submit your ideas, opinions, or letters to *QUFA Voices*

By Robert G. May
Editor, *QUFA Voices*



Because this is the first issue of *QUFA Voices* for the new academic year, I would like to offer a warm welcome to QUFA Members both new and returning. I hope you're

all looking forward to another year at Queen's!

I would also like to let you know that *QUFA Voices* is your newsletter. *QUFA Voices* is so named because an important part of its mandate is to provide a forum for QUFA Members to express their opinions, to share their views, and to let their voices be heard. If you have an idea for a story or profile, if you have an opinion you wish to express, or if you have an announcement you think will be of interest to other QUFA Members, please send it to me.

I would also like to encourage you to print out and post a copy of *QUFA Voices* in a visible place in your department or unit. This will enable *QUFA Voices* to reach even more Members than the e-version alone. If you have missed an issue of *QUFA Voices*, don't worry: you can always find back issues on the QUFA Web site (at <http://www.qufa.ca/publications/>). I invite you to go back and see what we've been up to for the past few years.

I look forward to hearing from you!

Robert G. May can be reached at robert.may@qufa.ca.

TAKE ACTION

Make Your Voices Heard

A compendium of opportunities for QUFA Members to voice their opinions about a wide range of issues

Compiled by Leslie Jermyn
Executive Director, QUFA



There are numerous ways QUFA Members can make their voices heard in important matters both on and off campus.

Here are just a few:

- **John Greyson (York) and Tarek Loubani (Western)** are still being held in a Cairo prison. Sign up to both online petitions urging their release here:
http://www.labourstartcampaigns.net/show_campaign.cgi?c=1943
<http://www.change.org/en-CA/petitions/canadian-government-help-free-tarek-and-john>
- **Get Science Right** is a Canadian Association of University Teachers (CAUT) campaign to pressure the federal government to change its policies of not funding basic research, muzzling government scientists, and ignoring science in decision-making. You can support the campaign here:
<http://getscienceright.ca/take-action/>. Campaign posters are available from the QUFA office.
- **Save Library and Archives Canada** is working to preserve LAC in the face of Federal Government decisions to reduce holdings and public access. Learn more and support the campaign here:
<http://www.savelibraryarchives.ca/campaign.aspx>
- **Do you have a personal story** that makes a case for properly resourced universities? QUFA Executive members will be meeting with Provincial and Federal parliamentarians to tell them what's happening at Queen's and what we need to ensure high quality postsecondary education. We want to share real-life stories about the difficulties of working in the current context so if you have one, send it to Leslie Jermyn. (We will protect all identities if we use your story.)
- **Join QUFA.** It's free, it's easy, and we welcome all levels of participation! Learn more about QUFA here:
http://www.qufa.ca/governance/2013.08.QUFA_Brochure.pdf and join here:
http://www.qufa.ca/members/qufa_membership_form.pdf.
- **Next QUFA Council** is 16 October. Check here to see who represents your unit:
<http://www.qufa.ca/governance/qfols.php>. If your unit doesn't have a Council representative, consider becoming one. Contact Elaine Berman (6esb@queensu.ca) for more information.
- **If you have a suggestion** for a future Take Action item, send it to Leslie Jermyn. Coming soon: a dedicated Take Action section on QUFA's Web site: www.qufa.ca.

Leslie Jermyn can be reached at jermynl@queensu.ca.

GRIEVANCE CORNER

Workplace Accommodation and AODA Training

What are your rights and responsibilities in the workplace if you identify as a person with a disability?

**By Ramneek Pooni
Grievance Officer, QUFA**



Welcome to a new academic year!

Grievance work makes up a large chunk of what

your union does for you. The purpose of the Grievance Corner is to make you aware of processes, issues, trends, and anything else that might be helpful or interesting. To that end, please feel free to send in topic ideas and feedback. Remember that the grievance process is a confidential one, so that the content of the Grievance Corner will have to be limited to take that into account. You will find archived Grievance Corners and other grievance information on the QUFA Web site at <http://qufa.ca/members/grievance/>.

Because you will likely be completing training this year mandated by the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA), this Grievance Corner focuses on disability.

Even statistically speaking, many QUFA Members have disabilities. Some are visible, others not. Some are continuous, others episodic. Some require workplace accommodation, others do not.

If a person's disability requires workplace accommodation (modifications to allow people to complete their job responsibilities), then the employer is obliged to accommodate it to the point of undue hardship. The employer here is Queen's University, not a department or

a faculty, and undue hardship is a pretty high bar. The employee also has obligations, such as asking for workplace accommodation and submitting corroborative documentation from a health-care professional to Human Resources where it is kept confidential in an area designated for such documentation. An employer is not allowed to guess or stereotype an employee in figuring out workplace accommodation, so it is critically important that an employee who needs accommodation play an active role, including asserting the need. The union's role is to facilitate this process by assisting the employee and, if necessary, by negotiating with the employer about how to vary the collective agreement to allow for appropriate and reasonable accommodation.

(For some general information, please see *Know Your CA on Illness and Disability*, at http://qufa.ca/publications/know_your_ca_2008/; the person at Human Resources is now Sydney Downey and no longer Shannon Jones.)

This past year, the University administration initiated a couple processes to meet its obligation of ensuring that its information for workplace accommodations is current. First, requests for updated information were sent to Members during the winter term, before teaching and service were assigned for this academic year. My hope is that the workplace accommodations put in place or updated last spring will ease entry to the fall term for all involved. Second, all employees were asked whether they needed to supply information in connection with the Individual Emergency Response Plans, to let supervisors and security know where someone might require assistance in evacuating a building (<http://www.queensu.ca/humanresources/employees/emergencyresponseplans.html>).

Another employer obligation is that all employees of Queen's University, including QUFA Members, must complete mandated training. The next round of training, Accessible Instruction for Educators, is currently being developed by the Equity Office and will likely be launched in the autumn. Altogether, you will be expected to complete four training modules to comply with the AODA legislation. They are:

- Accessible Customer Service
- Human Rights
- Accessibility in the Classroom
- Integrated Accessibility Standards

You may recall completing the online module for Accessible Customer Service. (Remember that controversy about students being called customers? The AODA applies to all job sectors, not just universities, so the wording jarred many of you.) If you have not completed this module already, and about 30% of QUFA Members have not, please do so as soon as possible. Links for it and for Human Rights 101 training are found on the Accessibility Training Web site, at <http://www.queensu.ca/equity/training.html>.

If you have any questions, please do not hesitate to contact me or anyone else in the QUFA office.

Ramneek Pooni can be reached at poonir@queensu.ca.

Voice Your Opinion

Do you have an opinion about anything you have read in QUFA Voices?

If so, send a letter to the editor!

robert.may@qufa.ca

NUMBER GAMES

Is Queen’s Really Investing Significantly in Full-Time Faculty Positions?

Number Games is devoted to putting institutional data in contexts that will shed light on your working environment.

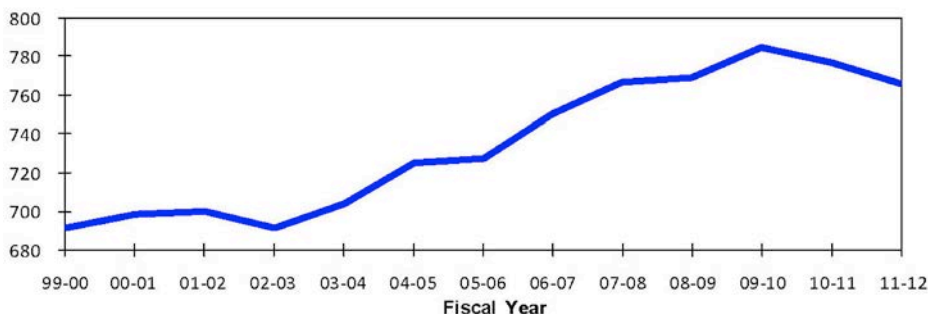
By the QUFA Budget Analysis Review Committee.

From the Report on the Annual Budget 2012-2013:

4.1: Faculty Complement

The graph below shows Queen’s significant investment in full-time faculty positions (excluding Continuing Adjuncts) in the last five years.

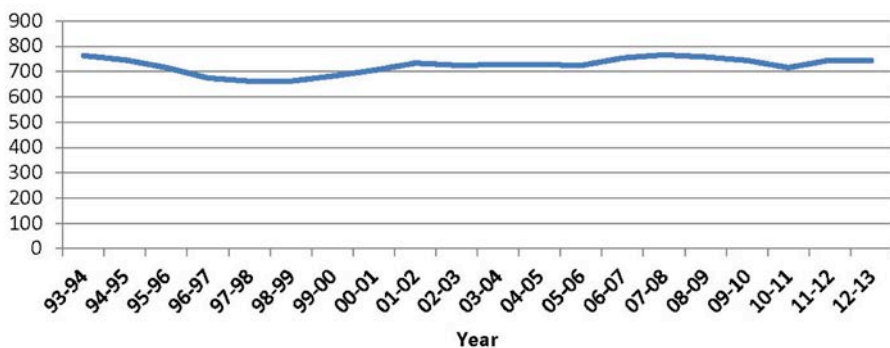
Full-Time Tenure and Tenure-track Faculty excluding Clinical Medicine



Source: Institutional Research and Planning

Really? Here is another way of charting faculty numbers with the origin at zero and over a longer historical period.

Faculty EFTS excluding Clinical Medicine



Now try to say the sentence from the Report with a straight face.

The QUFA Budget Analysis Review Committee can be reached at qufa@queensu.ca

ANNOUNCEMENT

Join QUFA

Become a Member of QUFA by filling out a Membership form today

By QUFA Staff



Faculty, Librarians, Archivists, and Contract Academic Staff (Adjuncts) are Members of the QUFA Bargaining Unit. All Queen’s Faculty (with a few exceptions, e.g., clinician faculty who are members of the OMA and therefore excluded by the Ontario Labour Relations Board) are automatically members of the Bargaining Unit. Members of the Bargaining Unit can vote to ratify new Collective Agreements and to take strike action. Dues are deducted from the salary of Members of the Bargaining Unit by the University’s Financial Services.

Membership in the Association (Union) is open to all members of the Bargaining Unit. Membership is voluntary and may be obtained by completing an application form and sending it to the QUFA Office through internal mail. No additional payment of dues is required to become a member of the Association.

Association members can participate in the day-to-day decision-making processes of the Association by being elected to hold an office on the Executive or on the Council of Representatives or any other QUFA committee, or by serving on the Negotiating Team or its supporting committees. Members of the Association vote on the election of officers and on policy matters of the Association at general meetings.

The Membership Form can be found at http://www.qufa.ca/members/qufa_membership_form.pdf

QUFA can be reached at qufa@queensu.ca.

ANNOUNCEMENT

Adjunct Social

In recognition of Fair Employment Week, there will be an Adjunct Social on 24 October 2013 at 4.30 p.m. Save the Date!

By QUFA Staff



Each year, for one week in October, we acknowledge the fact of casualization of academic work at universities and dependence on the work of Adjuncts during Fair Employment Week (21-25 October 2013).

Fair Employment Week uses the image of the unknown academic to emphasize that many members of the university community are unaware of the number or identity of instructors who are paid a fraction of regular faculty salaries and often lack access to resources necessary to do their jobs. Watch for posters with this image in October and spread the word about what they mean.



This year, QUFA will honour its Adjunct Members during Fair Employment Week with a social event on Thursday 24 October 2013 from 4.30 p.m. to 6.30 p.m. (location to be announced). All Adjuncts and their QUFA allies are welcome. Watch for a more detailed e-mail invitation.

We'll have people on hand to answer any questions you may have about your work here and to highlight your rights under the Collective Agreement. We look forward to meeting you!

QUFA can be reached at qufa@queensu.ca.

FYI

Your QUFA Executive 2013-2014

Here are your QUFA Executive committee members for this year

By QUFA Staff

- Diane Beauchemin, President
- Lynne Hanson, Vice-President
- Paul Young, Past President
- Ken Ko, Treasurer
- Michael White, Secretary
- Constance Adamson, JCAA Co-Chair
- Lynne Hanson, Grievance Officer
- Cathy Christie, PACC Co-Chair
- Jordan Morelli, PACC Co-Chair
- Steve Iscoe, Council Chair
- Leslie Taylor, Library/Archivist Rep
- Christine Overall, Member-at-large
- Kayll Lake, Member-at-large
- Courtney Green, Term Adjunct Rep
- Trisha Parsons, Equity Rep

QUFA can be reached at qufa@queensu.ca.

Spread the Word!

QUFA encourages you to print out and post a copy of this issue of **QUFA Voices** in a visible place in your department or unit.

Thanks!



ON THE WEB

QUFA Online

Members can interact online with QUFA in many different ways!

1. QUFA Web Site



www.queensu.ca

2. QUFA Forum



qufa.wordpress.com

3. QUFA on Facebook



facebook.com/groups/qufagroup

4. QUFA on Twitter



[@QUFAtweet](https://twitter.com/QUFAtweet)