



# QUFA ALERT!

Queen's University Faculty Association Bargaining Alert

ALERT 6 • 21 JAN. 2019

## Bargaining Update for Adjunct Members

Adjunct Members should note these proposed CA changes to teaching release, vacation pay, and pension eligibility

By Elizabeth Hanson  
Co-Chief Negotiator, QUFA  
Bargaining Term

and Rob Hickey  
Co-Chief Negotiator, QUFA  
Bargaining Team

In December, bargaining for a new collective agreement (CA) was concluded. A ratification vote is set to take place **9-15 February 2019**. Ahead of the ratification period, QUFA encourages adjunct Members to note the following issues:

### Teaching Release

A memorandum of agreement was signed with regards to Article 32.6 pertaining to the promotion of continuing adjunct faculty members. If ratified, a continuing adjunct who is promoted to associate professor, and who is successful in obtaining an external research grant within three years of being promoted, shall be granted a 0.5-credit course teaching release, with no reduction to salary, in the first academic year following the receipt of the research funding.

### Vacation Pay

Six percent vacation pay has been guaranteed for term adjuncts with more than five years' experience at

Queen's, regardless of any potential rollbacks or changes by the Ontario government.

### Pension Eligibility

It remains to be seen exactly how conversion to the University Pension Plan (UPP) will affect adjuncts with respect to pension eligibility. The parties were unable to come to an agreement at this time, prior to the inception of the UPP.

It is, however, QUFA's intention that adjunct faculty who meet the Ontario government's Pension Benefits Standards Act (1985) threshold (a lower salary-level bar than the current bar set by the Queen's-QUFA CA) will become part of the UPP if conversion takes place.

Please note the following articles from the Queen's-QUFA CA (2015-2019) and the Pension Benefits Standards Act (1985):

**QUFA-Queen's CA (2015-2019), Article 42.6.1:** All Members, save and except term adjuncts with appointments of less than two years in duration regardless of their teaching load, and term adjuncts teaching less than two full-course equivalents per year regardless of the duration of their appointments, are entitled to benefits as set out in Article 42.6.2 (a) through (e). All Members are entitled to benefits set out in Article 42.6.2 (f) and (g).

**Pension Benefits Standards Act (1985), Article 15 (Eligibility (Part-Time Employees)):** Subject to regulations made under subsection

(5), where a pension plan is provided for members of a class of employees who are engaged to work on a full-time basis for an employer, each employee who is engaged to work on a part-time basis for that employer and is a member of that class of employees shall be eligible to become a member of that pension plan on and after the day on which both the following requirements have been fulfilled, namely,

(a) either

(i) the employee completes twenty-four months of continuous employment with the employer, or

(ii) in the case of a multi-employer pension plan, twenty-four months have elapsed since the employee was first employed with a participating employer; and

(b) the employee has earned, in respect of employment with the employer (or participating employers, in the case of a multi-employer pension plan), at least thirty-five per cent of the year's maximum pensionable earnings in each of two consecutive calendar years after 31 December 1984, or has fulfilled an alternative requirement that, in the superintendent's opinion, is reasonably equivalent.

*Elizabeth Hanson can be reached at [hansone@queensu.ca](mailto:hansone@queensu.ca).*

*Rob Hickey can be reached at [hickeyr@queensu.ca](mailto:hickeyr@queensu.ca).*