



# QUFA VOICES

Your Queen's University Faculty Association Newsletter

## VOICES IN THIS ISSUE: September 2023

- PRESIDENT'S VOICE:** Welcome Back!, by Mary C. (Cella) Olmstead ... 1-2  
**SOLIDARITY NEWS:** Compensation for QUFA Members and Campus Solidarity, by QUFA Leadership ... 2-3  
**FYI:** Critical Information About New Sexual Misconduct Legislation, by Karen Sisson ... 4  
**MEMBER SERVICES:** Annual Reporting for Term Adjuncts, by Micheline Waring ... 5  
**KNOW YOUR CA:** Don't Leave Money on the Table!, by James Stotz ... 6  
**HEALTH AND SAFETY:** Health and Safety Campus Resources, by Nicolas Hudon ... 7  
**EDITOR'S VOICE:** QUFA Voices Is for You!, by Robert G. May ... 7  
**GRIEVANCE CORNER:** The Summer's Hot Topics, by Karen Sisson ... 8

### PRESIDENT'S VOICE

## Welcome Back!

It promises to be another busy year for QUFA and QUFA Members

**By Mary C. (Cella) Olmstead  
President, QUFA**

For those of us entrenched in the academic world, the beginning of fall term is the real "new year." At least for me, the falling leaves signal new opportunities and renewed relationships. It is with that sentiment that I welcome our newest Members who recently joined QUFA as Term Adjuncts, Continuing Adjuncts, Tenure-track and Special appointments faculty, archivists, and librarians. I met several of you at our Welcome Back BBQ, which had a record high attendance this year. We have more social and professional development events scheduled for the fall term, which you'll hear about by e-mail and can find on the QUFA Web site's Events page.<sup>1</sup>

On a less positive note, I was disheartened that my first official duty as QUFA President was to send a communication to our Members condemning the targeted attacks on a faculty member and two students at the University of Waterloo in late

### QUFA PEOPLE

## Your QUFA Executive Committee 2023-2024

President	<b>Mary C. (Cella) Olmstead</b>
Vice President	<b>Karen Rudie</b>
Past President	<b>Jordan Morelli</b>
Treasurer	<b>Valerie Bartlett</b>
Secretary	<b>Chantal Brunette</b>
Council Chair	<b>Les Mackenzie</b>
Grievance Chair	<b>Lynne Hanson</b>
JCAA Co-Chair	<b>James Stotz</b>
PACC Chair	<b>Rebecca Hall</b>
Library and Archives Representative	<b>Alicia Cappello</b>
Term Adjunct Representative	<b>Ayca Tomac</b>
Continuing Adjunct Representative	<b>Melissa Houghtaling</b>
Equity Representative	<b>Carolyn Prouse</b>
Members at Large	<b>Gillian Akenson</b> <b>Bradley Weinberg</b>

**QUFA sincerely thanks these QUFA Members for serving on the QUFA Executive Committee this academic year.**

June. Over the next two months, I worked closely with a Faculty and Staff Ad-Hoc Committee on Community Safety to ensure that protocols for responding to campus emergencies are in place at Queen's. This group also identified pre-emptive strategies for dealing with potential threats, particularly hate-motivated crimes. QUFA senior leadership raised these issues with the Principal and

Provost in mid-August, specifically requesting that senior leadership at Queen's hold a town hall early in the term to address the ongoing safety concerns of our Members.

Following these discussions, a memo was sent to all units recommending that course details (e.g., meeting time and location) be removed from publicly facing Web sites. In addition,

## 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](mailto:mayr@queensu.ca)

the Emergency Response System notification network was tested, emergency contacts were added to all classrooms, and an audit on working telephones in classrooms was undertaken. We continue to advocate for increased safety measures for our Members, including the development and implementation of policies to deal with hate crimes.

I hope you will continue to take some time each month to review *QUFA Voices*; it promises to be another busy year, and we appreciate your attention, attendance, and feedback. Please feel free to contact me with your concerns about this or other matters. You may also contact QUFA staff by e-mail with questions or work-related issues. All QUFA contact information can be found on QUFA's Web site.<sup>2</sup>

#### Notes

<sup>1</sup><https://www.qufa.ca/events/>

<sup>2</sup><https://www.qufa.ca/about/contacts-and-organization/>

**Mary C. (Cella) Olmstead can be reached at [olmstead@queensu.ca](mailto:olmstead@queensu.ca).**

## SOLIDARITY NEWS

### Compensation for QUFA Members and Campus Solidarity

**Collective bargaining may be over, but QUFA continues to work with other campus unions to make Queen's University a better place to work for everyone**

#### By QUFA Leadership

In the last round of bargaining for the faculty Collective Agreement (CA), the Queen's University Faculty Association negotiated annual increases to base stipends and to salaries of 3.5% for 14 months (May 2022 to June 2023), 3% for 2023-2024, and 3% for 2024-2025. The faculty bargaining unit was very fortunate to benefit from the timing of the overturning of the provincial law (Bill 124) that restrained broader public-sector wages to increases of 1% for three years. This legislation was enacted after we concluded the 2019-2022 CA, and was declared to be of no effect before we concluded the 2022-2025 negotiations. Very few bargaining agents have been this lucky.

When we concluded negotiations with these salary numbers, the QUFA Bargaining Team took many other important issues off the table that we had hoped to advance in the context of wage restraint. No one is complaining about the salary and stipend increases, but it should be noted that the University paid us to step back on issues such as Adjunct

job security and protections against a Laurentian-style abrogation of financial exigency protections. There is a realpolitik at work where QUFA leadership acknowledged that the bargaining unit would be unlikely to support a strike with those salary numbers on the table, given the broader-sector context of much lower wage gains in recent years.

It also has to be acknowledged that the numbers we accepted were proposed by the University to avoid entering the countdown to strike period in our negotiations, which would have been triggered had we not reached agreement when we did.

Both parties weigh their comparative strengths and weaknesses, and come to resolution where they see best advantage for themselves. For QUFA, that was in reasonable across-the-board (ATB) increases; for Queen's, it was avoidance of any risk of—or need to prepare for—a strike.

QUFA Members are well aware that most other employee groups have not fared so well: they have had one or more years of legislated wage restraint, they have struggled to get the University to agree to reopen agreements signed under a now-defunct law, and they are faced with trying to make a living in the context of continued high inflation. Through Unity Council (a council of all unions at Queen's), we have supported any efforts we can to encourage the University to do the right thing by their employees, and we will continue to do so.

#### QUFA VOICES September 2023 (Volume 19, Number 1, Issue 112)

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).

## ANNOUNCEMENT Fall General Meeting

The QUFA Fall General Meeting is scheduled for the following date and time:

**Thursday 14 December 2023  
1.00 p.m.  
via Zoom**

Please RSVP to Elizabeth Polnicky (ep43@queensu.ca).

Watch your e-mail inbox for more information.

To the charge that QUFA takes all the resources: we don't control how the pool of resources is defined or distributed. We, as a bargaining agent, are compelled by law to negotiate in the best interests of our Members, whose dues go to support the work of the Association. We are not legally able to negotiate for any other bargaining agent, nor are we within our rights to leave benefits on the table in the hopes that the University will distribute them fairly to our colleagues. It is almost a certainty that they wouldn't do that with money we turned down, so in fact, QUFA cannot have done anything other than what it has done in respecting wage and salary increases for its Members.

To the charge that it's QUFA's fault that the budget is in deficit or has been "used up" by faculty salaries, it needs to be recalled that budgets are political documents, not statements of fact about resources. Decisions about where to spend or reserve money reflect the politics of the institution, and the approach to risk and future planning taken by leadership. In the case of Queen's, there is a healthy reserve account that could be accessed to enable all employees to get through these tough times; it is Queen's leadership who choose not to use these reserves now

for this purpose. The Queen's budget is not a zero-sum game the way it is sometimes presented, but we can't, as the faculty union, make University leadership take other decisions to benefit other groups, as much as we would enjoy having that authority.

The perspective that QUFA is responsible for a deficit budget or low wage increases for other employees is part of a "divide and rule" strategy that promotes employee groups blaming one another for their hardship rather than acknowledging that University management is ultimately responsible for making the decisions that result in unfairness and hardship. We recognize that the timing of our CA negotiations and the rescinding of Bill 124 made us benefit in ways that our fellow unions on campus did not, so it may sound like it's easier for us to say this, but cooperation and solidarity remain the best path for all of us. We worked well together to transition to the new pension and will benefit from continuing to collaborate on other matters of mutual interest in the future. And, at the end of the day, blaming QUFA does not put more money in anyone's pocket or produce a strategically sound plan of action.

We agree that Ford's wage restraint legislation was cruel and unreasonable. We agree that Queen's management decisions, especially in light of the revocation of the legislation, are unfair, short-sighted, and disrespectful of loyal staff who are struggling to make ends meet. We could not have predicted how fortunate we would be in terms of our timing, and we could not have put money in other pockets even had we wished to do so. We remain staunch friends and allies on campus and look forward to continuing to collaborate with other employee groups to make Queen's a better place to work.

**QUFA can be reached at  
qufa@queensu.ca.**

## ANNOUNCEMENT Important Deadlines

### Annual Performance Review:

The deadline is **Saturday 30 September 2023**. Please see Article 28 of the Collective Agreement for complete information. Attention Term Adjuncts: Please note that the deadline for your Annual Report has been extended to **Tuesday 31 October 2023**. This extended deadline is for Term Adjuncts only.

### Fund for Scholarly and Creative Work and Professional Development (Adjuncts):

The application deadline is **Tuesday 3 October 2023**. The application form can be found on the Faculty Relations Web site:

<https://www.queensu.ca/faculty-relations/qufa/research-fund>

### Tuition Support Plan:

The application deadline is **Wednesday 1 November 2023**. Please see Appendix N of the Collective Agreement, and visit the Queen's Benefits page to log into the HR Intranet for more details:

<https://www.queensu.ca/human-resources/working-queens/benefits>

### Childcare Support Plan:

The application deadline is **Thursday 1 February 2024**. Please see Appendix M of the Collective Agreement, and visit the Queen's Benefits page and log into the HR Intranet for more details:

<https://www.queensu.ca/human-resources/working-queens/benefits>

# FYI Critical Information About New Sexual Misconduct Legislation

It is crucial that all QUFA Members understand the full implications of Ontario's recent enactment of Bill 26

By Karen Sisson  
Grievance Officer, QUFA

*We first sent you this information by e-mail this past June; it is so important that we are republishing it here.*

In April, we alerted you to legislative changes introduced by the Ford government related to sexual relations with students that are coming into force on 1 July 2023.<sup>1</sup> The Strengthening Postsecondary Institutions and Students Act (Bill 26) takes legal precedence over collective agreements and amends labour law in significant ways. The intent of the Act is to prohibit “sexual misconduct” by employees at postsecondary institutions with students at those institutions. It is meant to mirror similar legislation governing health care employees’ relations with clients and patients.

If you are found to have committed sexual misconduct, the employer can impose any discipline, including termination, and it will be deemed to be based on “just cause.” Even if your union grieves the discipline, an arbitrator is prohibited from substituting a lighter penalty. In the case that you are terminated, the Act prohibits the negotiation of any kind of financial package or non-disclosure agreement, and you are prohibited from being re-employed at the same institution in the future.

QUFA and OCUFA (Ontario Confederation of University Faculty Associations) are very concerned that this bill significantly erodes the capacity of unions to represent their members under the guise of



In light of Ontario's recent enactment of Bill 26, QUFA Members are encouraged to read up on how to maintain professional relations with students in QUFA Voices 79 (Nov. 2018) and QUFA Voices 110 (Apr. 2023).

addressing an issue that universities already have appropriate tools to address. Nevertheless, as of this past 1 July, Bill 26 is the law, and we wish our Members to be mindful of its implications.

Sexual misconduct is broadly defined within Bill 26 to mean, among other things, failing to follow the rules laid out in any employer policy or other rule respecting relations with students at the institution. While the Act trumps the Collective Agreement (CA) with respect to rules about discipline and termination, it also reinforces it with respect to rules about relations with students. Many Members have focused on Article 18 (Conflict of Interest) to derive the “rules” around sexual relations with students at Queen’s, but, putting aside this article’s apparent permissiveness of relations with students who are not one’s own, the more powerful guidance is to be found in Article 15 (Academic Responsibilities):

15.1.1 ... Members shall meet their obligations in a professional manner, including maintaining professional boundaries in their interactions with students.

Note that this article does not discriminate among types of students.

It also broadly characterizes “interactions” that capture both face-to-face dealings and communications. The gist of this language is that you should not cross professional boundaries with any students at any time. The new legislation could permit the interpretation that any sexual relationship with any student is a breach of Article 15, and thus constitutes sexual misconduct and can be disciplined as the employer sees fit.

Please take steps to ensure that you maintain professional relations and communications with students, all students, at all times. *QUFA Voices* recently published an article about extracurricular activities that may be of use to you.<sup>2</sup> Finally, if you think you are at risk of having crossed those professional boundaries, please reach out to QUFA’s Grievance Officer Karen Sisson immediately.

## Notes

<sup>1</sup><https://www.qufa.ca/publications/qufa-voices/april-2023/>

<sup>2</sup><https://qufa.ca/wp-content/uploads/2018/11/79-QUFA-Voices-Nov-2018.pdf>

**Karen Sisson can be reached at [ks233@queensu.ca](mailto:ks233@queensu.ca).**

## MEMBER SERVICES

### Annual Reporting for Term Adjuncts

The Annual Report is an important tool for General Right of Reappointment, conversion from Term to Continuing Adjunct status, and promotion

By **Micheline Waring**  
Member Services Officer, QUFA

With back-to-school underway, this September brings an updated deadline for filing the annual Appointment Report of Term Adjuncts (Article 28.4). Going forward, this report will be filed by 30 September each year for the preceding 1 July to 30 June academic year. *For this year only, the report will be due on 31 October 2023, and the reporting period will cover an additional two months on the front end, from 1 May 2022 to 30 June 2023, to cover the transition.*

The purpose of the review is to assess your achievements, to identify areas of development in your teaching, and to determine suitability for reappointment under Article 32. Note that the Appointment Report evaluations form part of the eligibility criteria to be able to apply for General Right of Reappointment (GRoR) and Continuing Adjunct conversion.

It is your responsibility to provide your Unit Head (or Dean in non-departmentalized faculties) with sufficient details of activities and their outcomes to enable the Unit Head to assess your performance. As a Term Adjunct, you are entitled to report in any areas of Appendix F whether or not they are assigned. Only non-teaching assigned duties of your Letter of Appointment will be reviewed by your Unit Head. The assessment is based on QSSETs (or USATs), the Term Adjunct Appointment Report (Appendix F), relevant materials from the Official File, a Teaching Dossier, any course

## ANNOUNCEMENT Adjunct Rights Workshop

We encourage Adjunct Members to join us for a discussion and Q&A about Adjunct rights, including right of reappointment, promotion, service, appointment processes, and working conditions.

**Wednesday 18 October 2023**  
**2.30 p.m. – 4.00 p.m.**  
**via Zoom.**

Please RSVP to Member Services Officer Micheline Waring ([micheline.waring@queensu.ca](mailto:micheline.waring@queensu.ca)) for Zoom link.

survey conducted per Article 29.4, and any other materials you view as relevant to the evaluation (Article 28.5.3).

Once you have filed your annual Appointment Report, the review process includes the following steps: Your Unit Head will prepare and send a written assessment of your performance of assigned duties. You can request a meeting with the Unit Head for a discussion. The assessment is signed by the Unit Head. You acknowledge receipt of the assessment and can add written comments. A copy is sent to you and placed in the Official File.

During the most recent round of bargaining, there were several updates to Appendix F. These include:

- An updated I-EDIAA statement: “Members may include, in any section below, activities that advance I-EDIAA and such information will be considered in the evaluation”;
- Under “Other Activities Related to Teaching,” there is the additional statement, “including

## ANNOUNCEMENT Adjunct Advocacy Committee

Are you Interested in advocating for Adjunct rights at Queen’s? Join QUFA’s Adjunct Advocacy Committee! We are looking for more people to join this Committee and help advance Adjunct rights at Queen’s.

If you are interested, please contact Melissa Houghtaling ([m.houghtaling@queensu.ca](mailto:m.houghtaling@queensu.ca)).

- contributions in pedagogical development and innovation”;
- “Honours and Awards” has been expanded to include any honours and awards (not just for teaching); and
- Professional and administrative service responsibilities were also added.

Additionally, QUFA recommends becoming familiar with Article 29, which provides information on how teaching should be assessed by persons or Committees (29.1), what can be added to a Teaching Dossier (29.2), as well as guidelines about conducting Member’s course surveys (29.4). The Centre for Teaching and Learning provides insightful resources and support for creating Teaching Dossiers, and we encourage you to reach out. Teaching Dossiers provide an excellent framework to showcase your teaching, and will become a foundational piece in applications for GRoR and Continuing Adjunct conversion, as well as for Promotion.

If you have any questions or would like to RSVP to the next Adjunct Rights Workshop on 18 October 2023 at 2.30 p.m. via Zoom, please feel free to reach out to QUFA Member Services Officer Micheline Waring.

**Micheline Waring can be reached at [micheline.waring@queensu.ca](mailto:micheline.waring@queensu.ca).**

## KNOW YOUR CA

# Don't Leave Money on the Table!

QUFA Members should make full use of their Professional Expense Reimbursement (PER)

By James Stotz

JCAA Co-Chair, QUFA

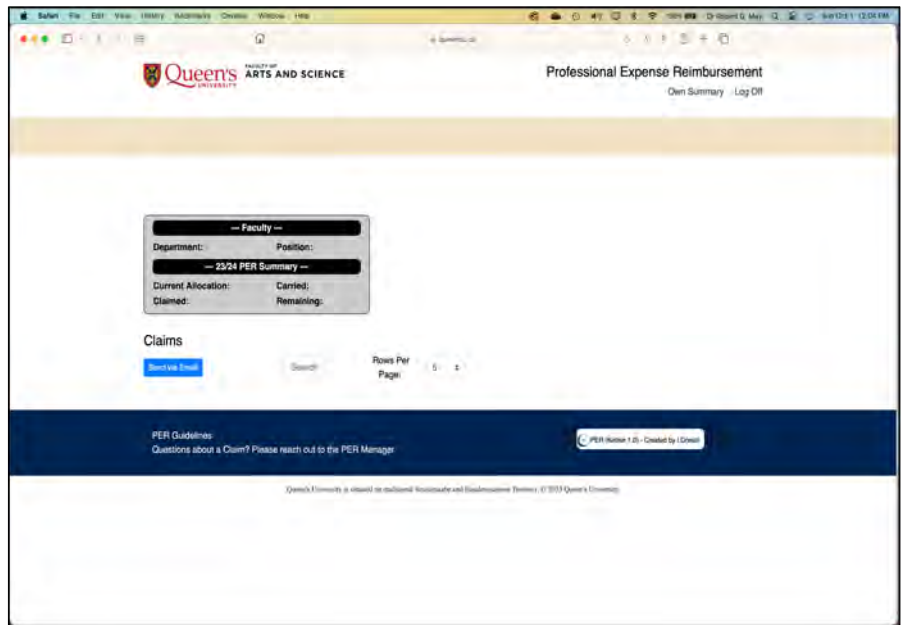
Going into bargaining for the most recent Collective Agreement (CA), one issue where QUFA Members expressed concern revolved around a Member's Professional Expense Reimbursement (PER). Concerns ranged from the somewhat opaque, inconsistent, and complicated way that the expense system was managed, to the limited funds that were provided under previous CAs. Issues stemming from the former resulted in Members not optimizing their PER benefit, while the later was inconsistent with the increasing demands of using personal devices for work performed at Queen's, such as the removal of physical phones.

The Bargaining Team heard these calls and was able to negotiate improvements in the CA surrounding the monetary aspects of a QUFA Member's PER. Referring to Article 36.3 of the current CA, Members (except Term Adjuncts) will have the following limits for reimbursement:

### ANNOUNCEMENT Letter-Writing Campaign for NOSM

The Northern Ontario School of Medicine (NOSM) is in conciliation and looking for support from Faculty across the province through a letter campaign. For more information, visit the NOSM Faculty Association's Web site:

<https://www.nosmfsa.ca/>



Queen's Faculty of Arts and Science

QUFA Members in the Faculty of Arts and Science can now make use of an online tool to track their Professional Expense Reimbursement requests and balances.

- \$2,458 for 2022-2023;
- \$2,532 for 2023-2024; and
- \$2,608 for 2024-2025.

Term Adjunct Members expense limits increase to (per 0.5 credit course):

- \$350 for 2022-2023;
- \$361 for 2023-2024; and
- \$372 for 2024-2025.

In addition, if you claim less than these maxima in a year, the balance can be carried forward for 3 years, which had previously been only 2 years. This last change was made to help Members use their PER even when submitting old receipts is not the top priority in our busy lives.

One aspect where the Bargaining Team was not successful was adding some standardized accounting to the process so that a Member can easily view their PER balance. However, a new tool recently created by the Faculty of Arts and Science (FAS) takes an important step towards providing Members in that faculty clarity on this issue by presenting a Member with

their current balance and most recent carry-forward, along with some historical expense claims. If you are a Member in FAS, you can visit the new online tool<sup>1</sup> and click on the "Own Summary" link. The tool seems to be evolving since its launch, but the hope is that it will continue provide some of our Members helpful information.

If you have questions regarding the policies and procedures of the PER, the University has provided some guidance regarding the process and eligible expenses on the University Secretariat's Web site.<sup>2</sup>

#### Notes

<sup>1</sup><https://www.queensu.ca/artsci/apps/per/secure/index.php?p=faculties>

<sup>2</sup><https://www.queensu.ca/secretariat/policies/finance/travel-and-expense-reimbursement-policy/professional-expense-reimbursement>

**James Stotz can be reached at [jstotz@queensu.ca](mailto:jstotz@queensu.ca).**

## HEALTH AND SAFETY

# Health and Safety Campus Resources

QUFA Members have access to numerous health and safety resources at Queen's

**By Nicolas Hudon**  
Health and Safety Officer, QUFA

We would like to draw QUFA Members' attention to the following information regarding health and safety on campus.

### SeQure App

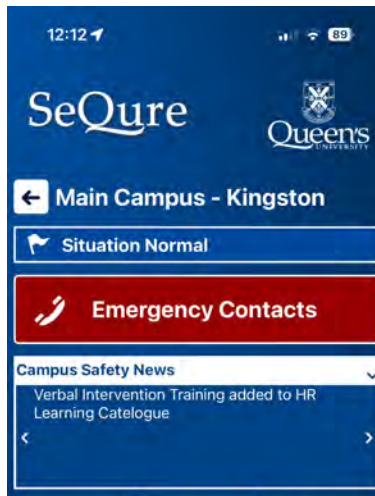
Environment Health and Safety is promoting the usage of the SeQure App for quick access to campus and local emergency response contacts, crisis alerts, walk-home information, blue-light locations, support services, etc. The SeQure app can be downloaded for free from the Apple App and Google Play stores. To receive important information about campus emergencies, ensure "push notifications" are enabled in the app. This can be done through the "About/Preferences" menu in the app by selecting "Enable Notifications" in the Push Notifications Menu. If you already have the SeQure app downloaded on your phone, open it to make sure you have the most recent version installed. The need to update will appear at the bottom of the screen, or you can check this in the "About/Preferences" section in the app.

### COVID-19

The University is monitoring KFLA Public Health and provincial government recommendations in terms of managing respiratory illness. Information will be posted on Queen's COVID-19 Web site:

<https://www.queensu.ca/covidinfo/>

Members are also encouraged to remain up to date on the vaccinations



Queen's University

**QUFA Members can download the SeQure App for a wealth of campus security, health, and safety information.**

available to COVID-19 and influenza. The campus remains mask friendly, and Members are free to wear a mask if they choose to do so. Members who are ill are encouraged to follow the guidance of KFLA Public health with respect to managing symptoms, remaining at home while they are ill, returning to campus when their symptoms have improved, etc. More information can be found on KFLA's Web site:

<https://www.kflaph.ca/en/health-topics/preventing-the-spread-of-infection.aspx>

### QUFA Health and Safety Information

Information about Health and Safety from QUFA, including the list of QUFA's Joint Health and Safety Committee representatives, can be found on QUFA's Web site:

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

Please contact QUFA Health and Safety Officer Nicolas Hudon with any questions or concerns.

**Nicolas Hudon can be reached at [nicolas.hudon@queensu.ca](mailto:nicolas.hudon@queensu.ca).**

## EDITOR'S VOICE

# QUFA Voices Is For You!

Submit your ideas, opinions, or letters to your monthly faculty association newsletter

**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 great year, including those who are working remotely.

I would also like to let you know that *QUFA Voices* is your official faculty association 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. *QUFA Voices* appears once a month during the academic year.

I would also like to invite you to print out and post a copy of *QUFA Voices* in a visible place in your department or unit. This will enable us to reach even more Members than the e-version alone.

If you have missed an issue of *QUFA Voices*, you can always find back issues of the newsletter on the QUFA Web site (under "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 [mayr@queensu.ca](mailto:mayr@queensu.ca).**

## GRIEVANCE CORNER

# The Summer's Hot Topics

QUFA's new Grievance Officer Karen Sisson reviews this past summer's most common Member grievance queries and concerns

By Karen Sisson  
Grievance Officer, QUFA

Happy Fall, and welcome back to the new academic year!

Having had a few months to get my feet wet as QUFA's new Grievance Officer, I want to take this opportunity to write about some of the most common Member queries and concerns that I have assisted with over the late spring and summer months.

Many enquiries have centred on a Member's concern that they require some form of accommodation, such as a change to their teaching schedule. While issues experienced by a Member may be strictly health related, there are often other particular life circumstances that may interfere with a Member's capacity to fulfil the obligations of their work. Some Members have reported that they sought the change using the TIER system but were not approved, and they were left feeling like they had no other options to address their need.

In circumstances where a Member's concern falls outside of the purview of the TIER request system, the provisions for workplace accommodation at Article 9.4 and/or sick leave provisions at Article 33.2.3, it may still be possible to access appropriate remedies relying on other terms of the Collective Agreement (CA). For example, it may be possible to appeal to the University's commitment to Employment Equity at Article 24 to frame a request about scheduling. It may also be appropriate to consider requesting an alternative form of leave, such as compassionate

or negotiated leave, or a reduced-responsibility appointment to provide some time to address personal obligations. If you find yourself facing a personal issue that may impact your work performance, please do not hesitate to reach out to QUFA regarding possible avenues of remedy under the CA.

Another common theme has been the provision of advice to Members named as respondents in workplace investigations that have been initiated pursuant to the University's Harassment and Discrimination Prevention and Response Policy.<sup>1</sup> QUFA has prepared an Infosheet about the procedural rights of complainants and respondents during the workplace investigation process.<sup>2</sup> Prior *QUFA Voices* articles have also outlined procedural rights during that process. QUFA staff are available to review these procedures and provide ongoing support to any Member impacted by a workplace investigation.

A further "hot topic" of the summer and early fall has been student accommodation needs. This is an ongoing issue of concern between the University and QUFA. The right to access adequate accommodation measures is instrumental to supporting equality across difference, and there is no dispute that the provision of appropriate accommodation measures for students is a valid legal requirement of the University. There is also no dispute about whether Human Rights interests ought to be provided significant deference. Notwithstanding those observations, QUFA continues its efforts towards reaching reasonable agreements with the University respecting equitable procedures when determining the form of student accommodation measures, including the need to adequately consider faculty feedback regarding proposed measures.



**QUFA Members can read about the University's Harassment and Discrimination Prevention and Response Policy in a QUFA Infosheet.**

Any suggestion that QUFA's concerns are grounded in a reluctance to provide supportive learning environments is false and must be resisted. Rather than advocating against accommodation for students, QUFA advocates for the exercise of careful consideration about the necessity of insisting on particular forms of accommodation when such measures risk inadvertent harm to the rights, health, and safety of faculty and students.

This is just a small sample of some of the issues QUFA has been assisting Members to address in recent months. If you have any questions about the information contained above, or any other concern respecting your CA rights, please do not hesitate to reach out to me for a confidential consultation.

## Notes

<sup>1</sup><https://www.queensu.ca/secretariat/harassment-and-discrimination-prevention-and-response-policy>

<sup>2</sup><https://www.qufa.ca/wp-content/uploads/2023/05/Infosheet-Harassment-Procedural-Rights.pdf>

**Karen Sisson can be reached at [ks233@queensu.ca](mailto:ks233@queensu.ca).**





**Welcome Back**

# **QUAFF with QUFA!**

**for New Faculty Members**



**Wednesday 4 October 2023**

**4.00 p.m. – 6.00 p.m.**

**The Old Bar, University Club**

**Please RSVP to Elizabeth Polnicky (ep43@queensu.ca) by Tues. 3 Oct. 2023**

**This is a mask-friendly event**