



# QUFA ALERT!

Queen's University Faculty Association Bargaining Alert

ALERT 10 • 16 NOVEMBER 2022

## Good News and Bad News

QUFA and the Administration have come to a tentative agreement on Librarian and Archivist issues, but progress has been frustratingly slow on many other fronts, such as job security for Adjuncts

By Amy Kaufman  
Co-Chief Negotiator, QUFA

and Leslie Jermyn  
Co-Chief Negotiator, QUFA

After a hiatus in October, the Bargaining Teams met in person for four of five days last week. Despite this intensity, we don't have great news to report to you on progress towards an agreement.

### Good News: Library and Archivist Issues

One piece of good news is that we have come to a tentative agreement on issues related to Librarians and Archivists. We are pleased to report we have made gains in the areas identified as highest priority by Librarians and Archivists, and you will find a summary of what we have tentatively agreed on at the end of this *QUFA Alert!*.

### Bad News: Job Security for Adjuncts

A significant piece of bad news is that the Administration told us that, while they understand that QUFA has a strong mandate from Members to improve job security for Adjuncts, the Administration has an equally strong

### SAVE THE DATES

## QUFA Town Hall and Virtual Q&A Sessions

QUFA Members are invited to participate in virtual Town Hall and Q&A sessions to find out the latest information about bargaining

### QUFA Town Hall

QUFA Members are invited to join QUFA Co-Chief Negotiators and the QUFA Job Action Committee for a bargaining update and to find out about the next steps in the bargaining process:

**Monday 21 November 2022**  
**4.00 p.m. – 5.30 p.m.**  
**via Zoom**

(please e-mail Elizabeth Polnicky  
at [ep43@queensu.ca](mailto:ep43@queensu.ca) for Zoom link)

### QUFA Q&A Sessions

In addition to the Town Hall, QUFA Members are also invited to join a Q&A session, hosted by the QUFA Bargaining Team:

**Tuesday 22 November 2022, 8.30 a.m. – 9.30 a.m.**  
**Thursday 24 November 2022, 8.00 a.m. – 9.00 a.m.**  
**Monday 28 November 2022, 1.30 p.m. – 2.30 p.m.**  
**Tuesday 29 November 2022, 8.00 a.m. – 9.00 a.m.**  
**Wednesday 30 November 2022, 5.00 p.m. – 6.00 p.m. (tentative)**

(please e-mail Elizabeth Polnicky  
at [ep43@queensu.ca](mailto:ep43@queensu.ca) for Zoom links)

For more information, please visit the Bargaining page of the QUFA Web site:

<https://www.qufa.ca/bargaining-2021-2022/>

mandate not to alter the design of Term Adjunct appointments (Article 32). The Administration once again rejected the majority of QUFA's proposals in this area, including, crucially, all proposals that would shorten or simplify the path to job security for long-serving Term

Adjuncts. They also did not acknowledge or address the problem of "gaming" the Specific Right of Reappointment rules to prevent long-serving Term Adjuncts from beginning the process to acquire job security.

## ON THE WEB

### Stay Informed!

Find the latest bargaining information and resources on the QUFA Web site and across QUFA's social-media channels!

[qufa.ca/bargaining-2021-2022](http://qufa.ca/bargaining-2021-2022)

[qufa.ca/disrespected](http://qufa.ca/disrespected)



/QUFApage



/QUFAtweet



/QUFAgram



The Administration repeatedly referred to Article 35, and the statement at 35.1.2 that “the long-term health of the University requires a critical mass of full-time faculty engaged in teaching and research,” as the basis for rejecting QUFA’s proposals regarding Adjuncts. We find this to be a hard argument to follow. Queen’s relies on Adjuncts to teach more than 40% of classes; if the Administration feels that this proportion is too high for the long-term health of the university, the remedy is not to punish hard-working and long-serving Term Adjuncts—as if the effect were the cause of the problem—but to reward their loyalty with job security, decent pay and benefits, and real opportunities to engage in service and research. The goal of Article 32 is to allow part-time,

part-responsibility academics to become full-time and full-responsibility colleagues if they choose. QUFA is seeking to make this process fairer and faster “for the long-term health of the University”; Queen’s mandate appears to be the opposite.

### Financial Commission, the Administration’s Proposed Concessions, and Other Matters

The Administration also rejected QUFA’s proposal in Article 38 to prevent a Laurentian-style abrogation of the Collective Agreement (CA) by empowering QUFA to trigger the formation of a Financial Commission to determine whether a state of severe financial exigency exists. In addition, the Administration has *not* withdrawn many of its proposed concessions, including:

- to direct Members to engage in securing external funding where appropriate to the field of study;
- to grant itself an indefinite and royalty-free licence to copy or use works created by Members in the course of their academic responsibilities for other “teaching, research, and services activities of the University”; and
- to delete Article 37.2.9 that stipulates that Members will not be required to teach outside the normal teaching day as established by Senate unless they elect to do so.

We are currently reviewing the University’s response to QUFA’s proposal on Privacy and Technology (Articles 23, 35, and 36) that we received last week, and we tabled our Bill 124-conditioned compensation proposals. We still await responses from the Administration to proposals on a number of articles tabled in October and earlier.

One technical problem has been dogging our footsteps throughout these negotiations: even though

QUFA is often first to table changes to an article or appendix, when the Administration replies, they do not work from our version, but start with an unmodified version of the text and proceed to make their own changes. The result is that with every counter, we must first do the laborious work of figuring out what they have chosen to exclude from their “response.” We have raised this at the table and asked that they at least verbally note where they are rejecting a proposal (by leaving it out), but so far, and with the recent Articles 23, 35, and 36 counter, they have not done this. This makes it very difficult to assess, in real time, whether a counterproposal reflects real movement towards our position.

### Next Steps: Jointly Filing for Conciliation, Engaging a Mediator in the Interim, and Holding a Member Meeting

Not only is the pace of bargaining dishearteningly slow, but it is becoming clear that there are points of deep disagreement between the Parties, as outlined above. Given this lack of progress, we have agreed to apply jointly to have a conciliation officer from the Ministry of Labour assigned to work with us. This is an important step in the labour-relations framework, as it is required before either party can initiate job action. Since it is difficult to get conciliation dates with a suitable officer before January, both Parties have also agreed to retain a mediator in the interim in order to do all we can to come to an agreement before moving to the next formal steps in the bargaining process.

The Job Action Committee is planning a Town Hall for next week so that we can come together to discuss all that has happened—or, in some cases, not happened—since our last Member meeting in October and what these next steps entail. Please watch for their communications.

## Highlights on Agreement on Issues Related to Librarians and Archivists

### Article 2

- Library “department” changed to Library department (removal of quotation marks in this Article and throughout the CA), and definition changed to “a department within the library.”
- Library “department” head definition deleted because of amendments to Article 41 that provide a fuller definition

### Article 25

- A librarian or archivist Member can be elected to the Librarian and Archivist Appointments Committee from the library department to which an appointment is being made, if such a member is not already on the Appointments Committee.
- An Abridged Appointments Committee shall be created to replace librarians and archivists on leave for up to 12 months.

### Article 33

- Every librarian and archivist is entitled to one 12-month academic leave over the course of their career (but it can't be their first academic leave).
- Language has been added to clarify that librarians and archivists are eligible for second and subsequent leaves after 6 years of service following the previous academic leave.
- Language has been added to allow librarians and archivists to apply for 4-month second and subsequent leaves after 3 years of service.
- Librarians and archivists will follow the Academic Leave application process outlined in 33.1.3.

### Article 41

- New definition of “library department heads” to mirror definition of “department heads” in 41.1.2.
- New provision about specific responsibilities of library department heads to mirror 41.1.3.
- Library department head renewal process has been clarified: a library department head seeking renewal will submit a letter on present and future prospects of department, and the letter will be available for review and comment by Members and staff of the Unit. The sentence “In coming to a decision about renewal, there shall be a presumption in favour of renewal” in 41.8.3.1(c) has been deleted.
- Library department head selection process has been amended and clarified to mirror more closely the department head selection process.

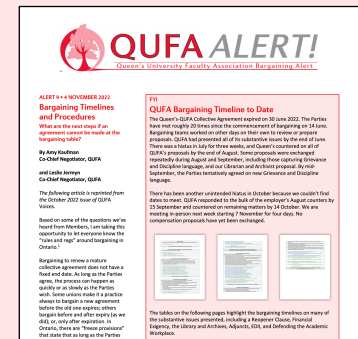
### Letter from the University Librarian to the President of QUFA on the Creation of a Librarian and Archivist Forum

- This letter does not form part of the CA but will be posted on the Queen's University Faculty Relations and QUFA Web sites.
- It summarizes a shared understanding related to the creation of a Librarian and Archivist forum within Queen's University Library.
- The Vice Provost and University Librarian (VPUL) will chair the meeting. Invitees include all Librarians and Archivists, all Associate University Librarians, the Library's HR Director, and up to two representatives from other employee groups (ideally representing both CUPE 1302 and the USW).

### QUFA ALERT!

## Spread the Word!

QUFA invites you to print out and post this *QUFA Alert!* in a visible place in your department or unit. Thank-you!



- Its characteristics will be review annually and will include:
  - that the Forum will meet at least four times during the academic year, beginning winter 2023;
  - it will have a standing agenda, which can be added to. Standing items include updates from the VPUL (with an opportunity for questions and discussion), updates from library departments with discussion, and spotlight topics followed by conversation;
  - non-QUFA members will leave for the portion of any meeting where CA matters need to be discussed, voted on, etc., such as elections or the receipt of updates from committees.
- Quorum will be at least 50% of Librarians and Archivists plus the VPUL.

**Amy Kaufman and Leslie Jermyn can be reached at [qufa@queensu.ca](mailto:qufa@queensu.ca).**