



QUFA ALERT!

Queen's University Faculty Association Bargaining Alert

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Tentative Agreement Process and Timeline

QUFA and Queen's have reached a tentative agreement, so the ratification process will now begin

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QUFA and Queen's reached a tentative agreement on the terms of a new Collective Agreement (CA) late Friday night; we announced this in Bargaining Alert 13.¹ The Bargaining Team has unanimously recommended to the QUFA Executive and QUFA Council that they send the terms of the tentative CA to the Bargaining Unit membership for ratification. This *QUFA Alert!* explains the process and timeline for how this works.

Process

QUFA's policy on this can be found on page 26 of the Policies and Protocols document.² This document outlines the steps to ratification, and explains the important distinction between *Association Members* and *Bargaining Unit* members. The latter have the right to vote to ratify a new CA.

The steps to ratify a new contract are as follows:

1. The Bargaining Team summarizes the changes and sends them to QUFA Executive and Council for their separate consideration. Each body votes to send the

tentative agreement on to Bargaining Unit members or not.

2. If one of the Executive or Council votes to send to members, a Bargaining Unit Meeting is scheduled where Bargaining Unit members in attendance can discuss and vote on whether to initiate a ratification vote.
3. If a ratification vote is authorized, QUFA organizes a virtual poll of the full Bargaining Unit.

Should the Executive and Council both decide the tentative agreement should *not* be sent for ratification by members, they would notify Queen's to continue bargaining and the Executive would name a new Bargaining Team.

Practice

We are working to prepare summary documents now, and intend to share them with Council and Executive by Wednesday this week. Council and Executive will vote on sending the tentative agreement to members for ratification.

If at least one of Council or Executive votes to do so, we will schedule a virtual Bargaining Unit Meeting during Reading Week and circulate the summary documents to all members. We will record the presentation segment of this meeting for those who cannot attend.

If the members in attendance at the meeting decide the terms of the tentative agreement should be voted on by the whole bargaining unit, they will move to do so, and we will launch a secure virtual vote. The vote will

remain open until 27 February 2023 so that people away for Reading Week may still participate.

If all of this comes to pass, we will announce the outcome of the vote as soon as it closes.

Queen's University Board of Trustees must also ratify the agreement before it can come into effect. As we learn about Queen's timelines, we'll update our Web site and let you know of their decision.

If both Parties ratify the new terms, they take effect and we begin to implement the changes we've agreed to, including go-forward and retroactive salary increases. Until then, the terms of the previous agreement continue to be in effect.

Appreciation

Thank you to everyone who has attended a meeting, answered a survey, read our bulletins, written to us or to Queen's about these negotiations, or volunteered with QUFA this past year. We look forward to talking about the new agreement with you in the next days.

Note

¹<https://www.qufa.ca/wp-content/uploads/2023/02/13-QUFA-Alert-10-Feb.-2023.pdf>

²https://www.qufa.ca/wp-content/uploads/2022/10/2022_10-QUFA-Policies-Protocols.pdf

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