



# QUFA ALERT!

Queen's University Faculty Association Bargaining Alert

ALERT 3 • 2 AUGUST 2022

## We Want to Hear from You!

The University has tabled a number of proposals, and several more bargaining days are scheduled for August

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After a three-week hiatus in July, bargaining resumed 25 July 2022, and the teams met every day except Friday to exchange and discuss proposals. The University responded to some of the many proposals QUFA tabled prior to the hiatus and introduced novel proposals, two of which we'd like to share with you for feedback. Please see the box at right.

Please note that these are only proposals at this stage; your bargaining team would like to hear from you before responding to the University. If you have thoughts to share, please e-mail us.

### 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!



## Two Proposals from the University

QUFA Members who have opinions about these proposals are encouraged to contact the QUFA Bargaining Team

1. As part of its plan to enhance Queen's research profile, the University proposed to add a requirement in Article 15 ("Academic Responsibilities") that Members whose duties include research be required to secure external funding where appropriate to the field of study. We would like to hear your responses, pro or con, to this proposed change in the description of academic duties.
2. The University proposed to grant itself an unlimited, non-transferable, royalty-free licence to Members' copyrighted intellectual property produced in the exercise of their academic duties, *excluding* published works, for use in other teaching, research, and service activities of the University. We are interested in your thoughts on this.

### Performance Reviews

One request we heard from across campus before bargaining began was to revert to annual performance reviews, and both sides have tentatively agreed to this. The hodgepodge of having to prepare annual reports submitted every two years (for post-tenured and continuing Members) that were then separately assessed did nothing to ease workload or improve the system of evaluation. We have proposed to set up a joint side-table to review compensation, including merit, in preparation for the next round of bargaining. The University has not yet acceded to this but, in the meantime, returning to the simpler annual merit system is prudent. There will have to be a transition period to resume annual reviews, and we haven't hammered out those details yet.

### Professional Relationships and Conflicts of Interest

Finally, we have engaged in a productive conversation about clarifying Member obligations with respect to maintaining professional relationships with students and avoiding conflicts of interest. QUFA supports clear language in the Collective Agreement so that Members are not misled with respect to their rights given the current legislative framework that requires that the University respond effectively to all student complaints of harassment and sexual harassment.

We have many bargaining days in August and are optimistic that the parties will continue to find common ground.

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