



QUFA ALERT!

Queen's University Faculty Association Bargaining Alert

ALERT 6 • 23 SEPTEMBER 2022

Bargaining Continues, with QUFA Presenting Numerous Counterproposals

Agreement has been reached with the University on Grievance and Discipline articles, but many articles are still outstanding, including Adjunct articles

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Since we last wrote on 6 September 2022, we have been busy preparing counterproposals to the long list of “No” responses we shared with you in *QUFA Alert!* 5.¹ The bargaining teams met on 13 and 15 September. Over those two days, QUFA presented counterproposals on 25 articles, 3 appendices, and a Letter of Agreement, for a total of 29 elements of the Collective Agreement.

This week, we worked with the Administration to reach agreement on the Grievance and Discipline articles and appendices, which is good news.

It’s worth noting that, while we have altered some counterproposals in response to hearing the Administration’s concerns, we re-tabled our Adjunct proposals unchanged. We asked the University to consider two problems:

1. The first step towards any job security is achieving the Specific

SAVE THE DATE

General Member Meeting

The QUFA Executive has called a General Member Meeting to discuss ongoing bargaining issues:

Wednesday 5 October 2022
9.00 a.m. – 11.00 a.m.
hybrid format
(in person and via Zoom)

Please watch your e-mail inbox for more details as they become available.

We look forward to seeing you at the meeting!

Right of Reappointment (SRoR) for a particular 3-credit course. The wording of the article (32.2) is so technically detailed that many term adjuncts cannot qualify, and so cannot begin the long process of acquiring job security. To take one example, if a course is offered in alternate years, even if the same term-adjunct Member teaches it every time it’s offered, they cannot get SRoR because they must teach it 3 times in 4 years, a mathematical impossibility.

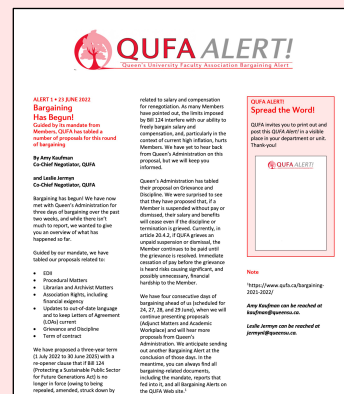
2. The next steps in the process (acquiring the General Right of Reappointment (GRoR), promotion to continuing adjunct) take too long.

When the Administration countered on this article, they didn’t tell us why

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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!



they were unable to address either issue. Until we know why they oppose greater job security for adjunct Members, we cannot figure out other ways of reaching our goals.

We are anxious to continue to negotiate on key areas of our mandate, including enhancing equity provisions and improving working conditions. We shared questions regarding these areas with the Administration on 8 September, and once we hear back, we will prepare counterproposals. Similarly, we are ready to continue to talk about Library and Archives matters, but need to see a draft letter the University Librarian is preparing regarding a Library and Archives council. We hope to hear back on these things very soon.

We were to meet the Administration this week, but have decided to work by exchanging written proposals instead. We have found the Administration's questions and responses to some of our proposals to be provocative and not in aid of furthering mutual understanding of the issues on the table. We have two more bargaining dates scheduled next week, and plan to suggest a revised protocol for presenting proposals that we hope will enhance productive conversation.

We will be circulating a very short survey to all Members, divided by job type, early next week by e-mail. Please take a few moments to participate in the survey to tell us more about your priorities and working conditions.

The QUFA Executive has called a Member Meeting on 5 October (hybrid format, 9.00 a.m. – 11.00 a.m., more details to follow) where we hope to bring you more positive news. In the meantime, we will continue to report to you through these *QUFA Alert!* bulletins and the *QUFA Voices* newsletter. Please tell us what you're thinking, what you're worried about, or what questions you have at qufa@queensu.ca, and please save the date for the Member Meeting on 5 October.

Note


¹<https://www.qufa.ca/wp-content/uploads/2022/09/5-QUFA-Alert-6-Sept.-2022.pdf>

Amy Kaufman and Leslie Jermyn can be reached at qufa@queensu.ca.

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Did You Miss It?

Be sure to read *QUFA Alert!* 5, in which the QUFA Bargaining Team summarizes the complete list of QUFA's proposals, along with the University's responses. Find it in the "Bargaining" section of QUFA's Web site!



QUFA ALERT!
Queen's University Faculty Association Bargaining Alert

ALERT 5 - 6 SEPTEMBER 2022
Queen's Administration Refuses Numerous QUFA Proposals
The Bargaining Team has been told from the University that all of QUFA's substantive proposals, and the results of its recent bargaining by the QUFA Bargaining Team.

We apologize for the silence these past few weeks. We had been meeting regularly to hear the University's responses to the proposals we first tabled in June, along with those from Queen's on a set of substantive proposals, we have prepared the following summary to share with you. Please see the Table on pp. 2-4.

The Parties are likely to reach agreement on many proposals that are not on the table. However, the University has refused to agree to certain proposals, and has agreed to some that are not on the table. The University's refusal to agree to certain proposals is a clear indication that the University is not serious about reaching an agreement with the QUFA Bargaining Team.

It seems that senior management at Queen's has decided to reject the demands for certain proposals, and has agreed to some that are not on the table. The University's refusal to agree to certain proposals is a clear indication that the University is not serious about reaching an agreement with the QUFA Bargaining Team.

We understand that bargaining is a process, and we are not going to give up. We will continue to negotiate through our representatives, and we will continue to work with the University to reach an agreement. We will continue to work with the University to reach an agreement.

The QUFA Bargaining Team consists of Amy Kaufman, Leslie Jermyn, and John Wray. We will continue to work with the University to reach an agreement.

Proposals and Concessions
Please see the Table on pp. 2-4 of this QUFA Alert for a list of the University's responses to our QUFA Proposals (Table 1) and a list of the University's proposals to the University with QUFA's analysis of their responses (Table 2).

Table 1 (pp. 2-3)
Queen's Proposals
Organized by Member

Table 2 (pp. 4)
Concessions Proposed
by Queen's Administration

<https://www.qufa.ca/wp-content/uploads/2022/09/5-QUFA-Alert-6-Sept.-2022.pdf>