



QUFA ALERT!

Queen's University Faculty Association Bargaining Alert

ALERT 8 • 13 OCTOBER 2022

What We're Hearing from You

and How to Stay Connected and Informed

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We don't have a lot of movement at the table to report because the parties were not able to meet last week. The QUFA Bargaining Team met on its own to finalize the last of our counter-offers (on EDII, Librarian and Archivist, and Academic Workplace), and intend to share them with the Administration this week.

What we'd like to draw your attention to in this *QUFA Alert!* is how you can stay connected with bargaining and mobilization activities, and to report back what we're hearing from you through our surveys and the Member Meeting last Friday (7 October 2022).

Friday Special Member Meeting Highlights

Roughly 200 people attended the Zoom meeting on Friday morning—great turnout, and thank you all. We heard from Sue Wurtele, President of the Ontario Confederation of University Faculty Associations, about the state of bargaining across the province. Sue emphasized that many other faculty associations have faced the situation we find ourselves in:

QUFA Disrespected

We've heard from QUFA Members, and you've told us you feel disrespected by Queen's Administration at the bargaining table. Watch for the QUFA Disrespected logo and the QUFA Disrespected Web site as we roll out more Member bargaining resources in the coming weeks.



- an Administration that refuses to engage with what matters to Members while enjoying budget surpluses and having no obligation to discuss realistic salary increases;
- an Administration that, having benefitted from Member dedication and resulting exhaustion through the pandemic, is unwilling to acknowledge the debt it owes to

QUFA Members to relieve overwork; and,

- an Administration that, instead, seeks to improve Queen's research profile by ordering Members to seek external funding.

Where our colleagues across the province have made gains despite this climate, it has been because, as Sue explained, Members took action to

ON THE WEB

Stay Connected and Informed

QUFA Members can find an abundance of information online, on the QUFA Web site and QUFA's official social-media platforms

For the most current information about bargaining, please visit the bargaining page of the QUFA Web site:

www.qufa.ca/bargaining-2021-2022

All *QUFA Alert!* bargaining bulletins and the reports that initially fed into drafting bargaining priorities for this round of bargaining are posted here.

The Job Action Committee (JAC) is up and running, and will soon launch its own Web page where you will be able to find resources and links for communicating to the Administration and to students about this round of bargaining. Look for it soon:

www.qufa.ca/disrespected

The JAC will also be posting to QUFA's Facebook page and Twitter feed on a regular basis:

www.facebook.com/qufapage
www.twitter.com/qufatweet

We also write background pieces in the monthly newsletter, *QUFA Voices*:

www.qufa.ca/publications/qufa-voices

Three items in past issues of *QUFA Voices* that may be of particular interest are as follows:

- **September 2022:** A refresher article on wage restraint legislation, and a powerful comment on bargaining from Past President Elizabeth Hanson.
- **May 2022:** Bargaining begins.
- **October 2021:** Broader context of bargaining this time, including wage restraint, benefits and pension changes, and the Laurentian situation.

Finally, while bargaining has moved slowly up to now, things may speed up, so please try to read QUFA e-mails carefully for important information, and plan to attend any Special Meetings where up-to-the-minute news will be shared.

show their clear support for their Bargaining Team and bargaining priorities.

This presentation was followed by a report from the Bargaining Team on how things are going in each of the thematic areas we outlined in *QUFA Alert!* 5 (see box on p. 3). A lively question-and-answer session

followed. Members then passed a unanimous motion of support for the Bargaining Team's efforts. The meeting concluded with a call-out from Amanda Ross-White to stay tuned to the Job Action Committee's requests for Member participation actions that demonstrate commitment to getting a better Collective Agreement (CA).

President Jordan Morelli asked Members to be aware that, as bargaining can move quickly, the Executive may need to call Special Meetings to deal with bargaining decisions, and it may not always be possible to give the advanced notice required by the Constitution. Every effort will be made, however, to give as much notice as is possible.

Member Survey Highlights

We sent four versions of a short survey to capture distinct priorities from 1) Librarians and Archivists, 2) Full-Responsibility Faculty, 3) Continuing Adjuncts, and 4) Term Adjuncts. Over 400 Members replied, which is one-third of the full membership. There is lots to glean from the data, but here are some highlights:

- Two-thirds of full-responsibility faculty responded that their work distribution is tilted towards teaching and away from research, while only 8% leaned the other way. Another 50% said their work was unbalanced towards service and away from research, but only 16% reported an imbalance towards research. Members are struggling to find time for research, and when they do, they also report uneven and sometimes unhelpful responses from Research Services.
- Many commented that teaching workload has exploded in the last ten years owing to the volume and complexity of student accommodation requests, rising enrolments, and general logistics and the administrative burden of managing a course. People are overwhelmed.
- Three-quarters of Continuing Adjuncts take on service responsibilities, but at least 30% of them are not paid for this work. Nearly two-thirds do

research, and none of them are paid for this work.

- Term Adjuncts also perform essential teaching-related and administrative service, and are underpaid or unremunerated for this work. Term Adjuncts are the only long-commitment category of employee at Queen's who have no benefits whatsoever unless they get two-year contracts with two full-course equivalent (FCE) teaching assignments each year. It is important to note that, even if they teach two or more FCEs per year, they don't get benefits unless their contract is for two years or longer.
- Of the 83 Term Adjuncts who responded, half have no job security rights at all.
- Librarians and Archivists need a council or formal body to perform a number of tasks as assigned in the CA.
- Librarians and Archivists deserve similar Academic Leave provisions as their teaching faculty counterparts, rather than the default leave duration of eight months.
- Everyone is worried about the licence to Member-copyrighted material—some fear this will threaten their jobs.

These answers both confirm the need for improvement in working conditions and give us substance and nuance to take to the bargaining table. Thank you again for responding.

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

MEMBER VOICES

What You're Saying

A small sample of what QUFA Members are saying, as gleaned from recent Member surveys

"I am drowning."

"I like my job, but I expect to be treated with respect."

"I am an award-winning researcher. Pay me for doing it. That's how Queen's can support my research."
(from a Continuing Adjunct Member)

"What stops [the University] from giving you a new course to prep, then taking your hard work and giving it to someone less qualified to teach in your place?"
(from a Term Adjunct Member)

QUFA ALERT!

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!

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

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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!

