

## **One Year Rollover Negotiations Update #1**

The Executive authorized a small team of the full bargaining team (Jordan Morelli, James Stotz, Alicia Cappello) along with Leslie Jermyn, to engage with Queen's Administration to see if the parties could agree on conditions to enable the current Collective Agreement (CA) to continue to operate for an additional year. The CA is set to expire on June 30, 2025, and QUFA had been preparing to enter negotiations to bargain a new agreement. If not successful in negotiating the terms under which the current CA can continue to operate, QUFA will return to our plans to negotiate a new CA.

QUFA and the University agreed to four dates for face-to-face meetings: April 21, 22, 23 and 28. We have now met three times and have exchanged a couple of versions of a potential Memorandum of Agreement. Both sides have shown flexibility and good faith in these discussions, and should we not be able to come to an agreement, the time has not been wasted as both parties have been able to share their concerns about the coming year(s) and how Queen's will respond to the challenges it faces.

As of writing, QUFA is waiting for a response from the University's team to our latest pass, which we expect to come before we meet on Monday. The parties have agreed to some housekeeping changes to three articles. We continue to discuss and negotiate the quantum of an across-the-board (ATB) increase for July 1, 2025, and the terms under which QUFA could recommend the memorandum to the members for ratification. At a high level, we are asking for a year of stability so that there can be meaningful and timely consultation with QUFA and with Members directly about the future of Queen's. We have also pushed hard to delay the implementation of Endpoint because we know that many members have serious personal and professional concerns about how this software could be used to compromise confidentiality and privacy – particularly if installed on Members' own devices. Finally, we are asking to continue with the Compensation Working Group, which was created by the 2022-2025 CA (Letter of Agreement #6) but which did not complete its mandate to report to the JCAA. QUFA negotiated to create this Working Group in response to QUFA Members' concerns about the merit system, and we are negotiating to keep it operating through the rollover year.

If we are successful in agreeing to an MOA, QUFA will call a special general meeting to explain the terms of the rollover to Members and to answer questions. There will be an electronic ratification vote that will be open to the entire bargaining unit, and if a majority of members votes to accept the terms, we will delay work on a full round of negotiations until 2026 and turn our minds to effecting the terms of the MOA.