

One Year Rollover Negotiations Update #2: Tentative Agreement Reached on April 28

Introduction

QUFA and the University met to negotiate the possible terms of a one-year extension to our current Collective Agreement. A tentative roll-over agreement was reached on the last day of negotiations, April 28, and must now be approved by the Executive and/or Council and ratified by the full membership of the bargaining unit, as well as by the University's Board of Trustees. Assuming it gets ratified, the QUFA Bargaining Team will then set their minds to the task of preparing for negotiating the renewal CA, but with an extra year of runway to prepare proposals on our side. If the tentative agreement to extend the current collective agreement is not approved or not ratified, the QUFA Bargaining Team will return to their preparations to negotiate a renewed collective agreement this year.

A full explanation of the process for ratification can be found on page 27 of the "QUFA Policies and Protocols" here: https://qufa.ca/wp-content/uploads/2024/12/2024_12-QUFA-Policies-Protocols.pdf.

The Rollover Bargaining Team, consisting of Jordan Morelli, Alicia Cappello, James Stotz and Leslie Jermyn, recommend this tentative agreement to the Executive Committee, to the Council of Representatives and to the QUFA Bargaining Unit.

Summary

Monetary:

1. An across-the-board (ATB) increase of 2.25%.

The USW 2010 and PSAC 901 unions in their recently ratified CAs achieved ATBs of 3.0%, 2.25%, and 2.25% respectively in each year of their agreements, but that first year value goes back to when their contracts expired which was 31 December 2024 for USW 2010 and 30 April 2024 for PSAC 901. So, their 3.0% ATB is essentially for last year, during which we also had 3.0%, making our ATB consistent with theirs. It was clear that on the monetary side that the University was not prepared to go any further.

2. A one-time \$330 increase to the Professional Expense Reimbursement for non-Term Adjunct members and a proportional increase to the per-course PER for Term Adjunct members.

Attachment D provides a one-time increase, effective July 1, 2025, to partially cover the cost of a cell phone (it pays for six months on the Queen's \$55/month cell phone plan).

3. An additional 6 units of release time support for the Association bringing the total to 18 units of release time support for 2026 only.

If this agreement is ratified, these six units effectively cover the costs already incurred by QUFA in releasing the current Bargaining Team to begin work to bargain this year. Given the 70+ retirements this academic year alone, this helps QUFA transition to a new and reduced dues base.

Additional Language:

1. Attachment A deals with extending the **LOA#6 Joint Working Group reviewing the compensation model**. There is agreement to resume review of the compensation model (including ‘merit’) with monthly meetings through the summer (May through August) and twice monthly thereafter with a deadline of 2 February 2026 to make non-binding recommendations to the JCAA.
2. Attachment B provides guardrails and an obligation to carry out ‘**meaningful and timely’ consultation with the Association and with Members** directly for any possible structural changes, including with respect to possible retirement/quitting incentive programs.
3. Attachment C modifies three Articles of the Current CA:

- a. Article 6.2.d, the word “retirement” was added to the list.

*“On a monthly basis, an electronic list of all Members whose employment has been terminated, the date of terminations, and the categories of termination, such as expiration of contract, death, resignation, **retirement** and dismissal;”*

- b. Article 9.3.3 the current name of the “Employee Wellness Services” office replaced its former name.

*“The University shall engage (at the University’s expense), the services of individuals having appropriate expertise (either internal or external to the University) to assess the need for accommodation and to advise on an appropriate plan. Members seeking accommodation of disability shall contact **Employee Wellness Services** and participate in developing an accommodation plan.”*

- c. Article 25.10.1.6 was amended and Article 25.10.1.7 was added.

~~Original Article 25.10.1.6 “The Association shall be notified of all appointments made under Article 25.10.1.5.”~~

Amended Article 25.10.1.6 “In every circumstance in which a Unit Head is considering invoking an exception to Term Adjunct posting requirements under Article 25.10.1.5, the Unit Head shall receive and consider the

advice of the Equity Representative. If the Unit Head proceeds to invoke an exception, they shall complete and submit the Term Adjunct Exception Report, copying the Equity Representative, and send a copy of the relevant appointment letter to Faculty Relations. If no exceptions occur within an Academic Year, the Equity Representative will provide a null report on or before June 30.”

Newly added Article 25.10.1.7 “*Faculty Relations shall send to the Association a copy of all appointment letters for appointments made under Article 25.10.1.6.”*

4. Attachment D (increase to the PER) is discussed above.
5. Attachment E provides a **slight delay to the implementation deadline for the End Point Protection** compliance from May 12 to June 1. This remained a point of contention throughout the negotiations but the University was unwilling to delay further.

Conclusion

If either of the Executive Committee or the Council approves the agreement, there will be a Ratification Meeting open to all Bargaining Unit members early next week. That meeting will be an opportunity for members to ask questions and to decide if they feel the agreement should be sent to the full Bargaining Unit for ratification by electronic ballot. Please stay tuned to your emails for information about the ratification process throughout the week.