

IN THE MATTER OF AN ARBITRATION

BETWEEN:

QUEEN'S UNIVERSITY
(the "University")

- and -

QUEEN'S UNIVERSITY FACULTY ASSOCIATION
(the "Association" or "QUFA")

RE: QUFA Grievance Regarding the conduct during JCAA Procedures
and Harm to QUAF's reputation, dated May 29, 2025

A W A R D

Paula Knopf – Arbitrator

Appearances:

For the University: George Avraam, Counsel
 Ryan Carroll, Counsel
 Catarina Bridges
 Lynda Jessup
 Scott MacKenzie
 Brooke Ethridge
 Julia Brook
 Michael Villeneuve

For the Association Karen Sisson, Counsel
 Leslie Jermyn
 Micheline Waring
 James Stotz
 Lynne Hanson

The hearing of this matter was conducted by way of video conference
on December 15, 2025

This Award addresses the Association's grievance alleging that the University administration violated the Collective Agreement during the process of consultations about proposed changes to the course offerings in the DAN School of Drama and Music (the "DAN School").

The Parties came before me in my capacity as a mediator/arbitrator in an effort to resolve the grievance, which alleges that the conduct of the University and its communications caused harm to the Association's reputation.

In anticipation of the hearing, the Parties submitted extensive documentation and evidence that outlined the history of the Parties' discussions, meetings and correspondence that related to the proposals for changes to the Applied Music courses in the DAN School for the Academic Year 2025-2026. I also had the benefit of the Parties' submissions during the mediation/arbitration hearing.

The evidence and submissions have led me to the following conclusions:

1. The proposed changes to the Applied Music Courses raised serious concerns for the Association about whether they complied with the Collective Agreement, particularly with respect to how the new course work would be measured, compensated and/or affect re-appointment opportunities.
2. Extensive processes were engaged via the JCAA and other meetings about these issues since January of 2024 to date.
3. Despite considerable efforts, the Parties were unable to reach agreement prior to the finalization of planning for the 2025/2026 Academic year.
4. During the course of these discussions the Parties have each issued communications to bargaining unit members in attempts to advise them of the efforts that have been undertaken to resolve these issues.
5. Unfortunately, the communications were often not consistent with each Party's understanding of the status of the negotiations and left bargaining unit members confused. Further, some of the communications that were issued by the University have resulted in affected members of the bargaining unit questioning the Association's effectiveness and/or the fulfillment of its duty of fair representation to its membership.

6. I am convinced the Parties are committed to continuing their negotiations on these issues via the JCAA and/or collective bargaining.

Accordingly, I Declare and Order as follows:

- A. At all times the Association has acted with integrity and diligence to pursue and champion the rights of its members and therefore its reputation should not be impeached.
- B. The Parties must resume meaningful consultations to resolve any outstanding issues relating to the Applied Music Courses through the JCAA, or up-coming collective bargaining for their renewal Collective Agreement, or both. This includes providing the Association with information necessary to understand and resolve these outstanding issues and the timing of implementation of those changes.
- C. In order to remedy any perceived reputational harm that the Association has endured, the University shall distribute this Award to the QUFA membership in the DAN School.

It should also be made clear that this Award does not affect or address the rights of the Association or any QUFA members to launch new grievances with respect to compensation and any other rights pertaining to the new and/or proposed Applied Music courses in the DAN school.

I remain seized with the implementation of this Award.

Dated at Toronto this 16th of December, 2025.



Paula Knopf - Arbitrator