QUFA VOICES

Your Queen's University Faculty Association Newsletter

VOICES IN THIS ISSUE: January 2026

PRESIDENT'S VOICE

Working for Solidarity

When waters are rough, be like the humble sea otter: hold hands and form a raft of stability!

By Karen Rudie
President, QUFA

Since October, much of my time has been focused on e-mails, calls, and meetings related to the University Pension Plan (UPP) divestment motion brought to our Membership in October and passed at the Fall General Meeting on 18 December 2025. We should be proud that we have a faculty association that provides space for Members to discuss, to argue, and to disagree. I received many e-mails about the meetings, and I know that some of you were frustrated by some of those meetings. I want to put these past few months in a broader context.

I do not want to get into the content of the divestment motion here. What I do want to talk about is how we can come together in an understanding of what our union is. What might surprise you is that what we have been grappling with is an age-old dichotomy in unions, sometimes called *business unionism* versus *social*

QUFA IMAGES

QUFA in Solidarity with LUFA

supplied

Our colleagues at Laurentian have been on strike since 19 January 2026. This is the first time that the Laurentian University Faculty Association (LUFA) has been in the collective bargaining process since their Administration declared insolvency in 2021 following a "manufactured financial crisis" and "a damning account of mismanagement." Since then, our colleagues at LUFA have faced more than 100 job losses, multiple program cuts, salary reductions, an inadequate pension plan, and increased workload, without the ability to engage in free and fair collective bargaining, owing to government or court interference. This round of bargaining for LUFA is historic, not only for our colleagues at Laurentian, but for our entire sector. The current sticking points include a balanced workload, fair pay, and a pathway for the union to join the University Pension Plan (UPP). In their own words: "Over the last five years, LUFA members have made significant sacrifices to keep Laurentian University running. We deserve working conditions that recognize the value of our work, and that are comparable to those offered at other universities in Ontario." Please consider sending a support letter for LUFA (please see p. 5 of this issue of QUFA Voices for information on how).

Joe Robertson (CC BY 2.0)

Otters hold hands to form a raft in rough waters. In fact, a group of otters is called a "raft." It's a great example of how individuals can come together into a cooperative group to work in solidarity for the whole. We can weather the storm by uniting as one!

unionism. I don't love those terms because the former evokes corporate interest (which is somewhat anathema to the concept of a trade union) and the latter suggests that a so-called business union is devoid of political action (which it isn't if we understand that striking is a profoundly political action). What those terms refer to, though, are the ends of what I'd call a spectrum of what social action in a union can look like.

At one end of the spectrum, you have a union that focuses its efforts only on the working conditions of its Members (compensation, workload, safety, academic leaves, etc.) and the collective agreement between the university and the union that protects those working conditions. At the other end of the spectrum, you have a union that places greater value on helping to shape society for the good of all, and thus may focus significant efforts on social justice issues that go beyond the immediate working conditions of its members and that may cross national borders. In the middle you can have terms of social activism that are limited in scope in some way (e.g., perhaps the union might spend considerable efforts lobbying provincial governments but does not expend efforts on international causes). I am not here to provide you with a view of what QUFA should be, and in fact my own view has shifted back and forth over the years. I'd bet that all of us in leadership in QUFA have been active on the social-justice front well beyond the confines of Queen's and into the larger community, and for most of us on social-justice fronts that are international and geopolitical.

What I want to draw your attention to is that we at QUFA have limited resources. I have no doubt that all of us for some years now have felt the pressures of being called upon to do more with less—to write more publications, to bring in more funding, to teach bigger classes—all with less funding from funding agencies, fewer teaching assistants, and fewer staff. Some of the decisions of upper administration would suggest that time is like a balloon that we can just keep blowing up. As it is with our own professional lives where our time is *not* a balloon of infinite expandability, so it is with our union. We are already doing too much with too little. Moreover, if we want to set a good example for how we expect to be treated by the Administration, it behooves us not to overwork our QUFA staff, and equally not to deplete ourselves.

At the Canadian Association of University Teachers (CAUT) Forum for Presidents that I attended this past January, concerns around the capacity of our faculty associations to meet the needs of our Members was echoed by many faculty association presidents, with a repeated message being that it was a juggling act to respond to the strong push towards geopolitics while also being able to perform all the duties that we have to perform. Is my message that we should not care about social justice, even if it extends beyond our working conditions? No! Moreover, you—you who are reading this, you who are a Member of QUFA—you *are the union*. You get to decide where we focus our energies.

My message is that we don't have infinite energy. Within three months, we will be signalling our intent to bargain our next Collective Agreement. So, whatever people felt about the past few General Meetings, you must decide how we spend the next few months. We can decide at any point where we want to be on the spectrum of social activism, but whatever you, the Membership, decide for our future, I would be shirking my fiduciary duty as an officer of QUFA if I didn't urge you to come together in solidarity as we head into bargaining.

At the CAUT Forum, someone pointed out that when waters are rough, sea otters hold hands and form a raft. I thought that was a lovely image and one we ought to keep in mind as we face the inevitable tensions that arise during a bargaining period.

We've Heard You

We recognize that the Special General Meeting and the Fall General Meeting left many Members frustrated. Some of you were frustrated with QUFA procedures and practices, while others found the conduct of the meetings unsatisfactory. We heard from you in conversations and through e-mails. While it was impossible to answer all those messages individually, please know that your message was received and read. We will reconvene to finish our fall agenda in March, and you will be hearing more about bargaining—our top priority this year—through multiple channels. After bargaining, we intend to launch a Constitution and Policy Review Committee to plug holes and to clarify procedures for the future.

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MANDATE

Should QUFA Have Guardrails?

Should QUFA take on a range of political causes, or restrict itself to its Members' working conditions?

By Michael Greenspan
Member at Large, QUFA

Should there be any limits on the types of issues that QUFA addresses, or should we be free to take on any cause, so long as it has the support of a sufficient number of Members? This is an active discussion that's currently taking place within QUFA and other faculty associations, as well as nationally at the Canadian Association of University Teachers (CAUT).

To make the issue tangible, let's assume that there's a core group of faculty who strongly believe in Bostrom's Simulation Hypothesis. (I chose this as a (hopefully) non-controversial proxy issue.) The core believers not only hold Bostrom's Hypothesis to be true, but also that its acceptance is a moral imperative. I suspect the adherents would initially be from the Philosophy Department, but they manage to attract other believers from Computing, as well as supportive fellow travellers in Physics. They garner enough support (only twenty Members are required!) to petition for a Special General Meeting, and to move that QUFA officially endorse the evident truth and beauty of the Simulation Hypothesis.

This example shows how democratic processes can be used to steer a union to address issues that are (arguably) outside of its mandate. One view is that we should only consider core issues directly related to our mandate, as prescribed in the QUFA Constitution. These include equity, promotion of a positive working environment, and academic freedom. This view requires issues be means tested, and that QUFA only address those issues deemed to fall within its constitutional mandate.

The contrary view is that nothing should be off the table, and that the majority rules. Interestingly, this view also derives from our Constitution, which has us follow Robert's Rules of Order (RRO), the time-tested playbook for Enlightenment-era democratic enfranchisement. So long as a motion is not specifically against an organization's purpose (or the law), then it is deemed to be in order and therefore subject to debate.

Far from being theoretical or fringe, this issue is current, and its resolution could practically impact the future of our academic unions. Some faculty associations (e.g. MUFA at McMaster and UASA at Alberta) already have bylaws in place that focus their activities on conventional "meat-and-potatoes" union business. QUFA has a motion along these lines at the continued Fall General Meeting on 3 March 2026.

My view is that QUFA should limit our focus to core business, specified as the purposes in the Constitution. One reason is to enhance solidarity, which is the main source of strength of any faculty association, especially during collective bargaining. Our Membership has diverse opinions on many issues, which is healthy for individual academics. Within a union framework, however, collectively embracing exotic positions be unnecessarily divisive and may weaken our bargaining stance. This was evidenced in last year's PSAC 901 strike, where conflation with geopolitics was at times confusing and isolating to some of their membership.

Another less obvious but equally important reason follows from the interplay between our Constitution and RRO. If we support issues that are contrary to the academic interests of some Members, then we de facto restrict their academic freedom. If in the above example the Simulation Hypothesis motion passed, then the one QUFA Member who adheres to the (contrary) Base Reality Hypothesis would be academically compromised (in a Kalven-Report or Chicago-Principle sense) and would therefore go against QUFA's Constitution, circularly making it out of order under RRO. In straightforward terms, supporting academic freedom means supporting diverse (possibly minority) viewpoints, and not unnecessarily embracing majoritarian positions that fall outside of the core mandate.

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QUFA Voices publishes QUFA-related news and information for QUFA Members and provides QUFA Members with a forum to express their QUFA-related ideas and opinions. We want to hear from you! Please send your QUFA-related story ideas, news items, opinion pieces, letters to the editor, photographs, and other submissions to the editor.

QUFA Voices is edited by Robert G. May. He can be reached at mayr@queensu.ca.

FYI

Holding Public Institutions Accountable Through FIPPA

The Freedom of Information and Protection of Privacy Act (FIPPA) helps to hold public institutions accountable for their actions, but navigating the bureaucracy can be difficult and time-consuming

By John Rose
Associate Executive Director, QUFA

In Ontario, Freedom of Information protocols allow the public to request government records under the Freedom of Information and Protection of Privacy Act (FIPPA).[1] Unions (and the public in general) can use FIPPA to demand accountability as public-sector employers, including universities, increasingly use closed-door decision-making, consult third-party contractors, and hide information from the public.

Having filed several FIPPA requests, I think it is important to share my experience in case it is useful for Members involved in democratic accountability projects.

It is easy to file a FIPPA request. The first step is to locate the appropriate department at the institution. At Queen's, for example, the Records Management and Privacy Office is responsible for FIPPA requests. The next step is to access the application form, complete it, and send it to the appropriate administrator. There is a standard five-dollar fee to file a FIPPA request form. Additional fees might apply depending on the labour involved in searching for records, reproducing records, etc. (the fees can vary considerably).

The forms require specific information about the records or documents one wants to access. In my experience, accessing documents quickly requires narrowing down specifics (e.g., titles, dates, names, etc.). A request could include information from reports, contracts, presentations or slides, e-mail correspondence, etc. If you are looking to access e-mails (e.g., to and from public accounts), it is most effective to choose a digestible, narrow window of time. If you have a few requests that are related, you can file them separately or as one large, merged request.

Usually, a privacy administrator will respond promptly after an applicant files a request, but the FIPPA legislation allows thirty days for an official response. Waiting periods can become longer depending on the nature of the request. The institutional administrator will eventually send a letter that includes the requested information, a note that the information cannot be shared for various reasons (citing sections of FIPPA), or include additional information about redactions or complications.

There are several reasons why a privacy administrator might send you a document with information that has been redacted, or refuse to send you information altogether. FIPPA allows public institutions to withhold information under certain conditions. For example, an institution may notify an applicant that no records exist. They could also agree to release documents publicly within ninety days, or they can specify that records affect the interests of a third party.

In my experience, third-party documents can be difficult to access, and they allow institutions more options to redact information. For example, if a public institution signs a contract with a private consulting firm, and the documents requested via FIPPA relate to that contract, the timelines for disclosure and options for redactions are more flexible. Some of the reasons (per FIPPA) that institutions use to justify the redaction of third-party documents include the potential release of "trade secrets," the economic interests of the parties involved, the competitive position of the parties involved, and implications to labour relations. In those cases, the third party and the institution can take additional time to consider their decisions on disclosure.

If an applicant is dissatisfied with the result of a FIPPA request, they may file an appeal thirty days after receiving their disclosure or information letter from the institution. The appeal costs $25.00, and the process includes meeting with a government-appointed mediator who uses shuttle negotiations between the applicant and institution to come to an agreement. The applicant must provide a reason why they think the initial release is unfair and suggest a potential resolution. Appeals take considerable time. For example, one FIPPA case I initiated took almost exactly one year to resolve, from the date I initially filed the application to the end of the appeal process. That case initially resulted in a document that was mostly redacted, but I received a few additional disclosures through the appeal.

Although the results can vary, FIPPA requests can be effective at producing helpful material, or in pressuring institutions to release information they otherwise refuse to share. Public institutions should be subject to pressure from the public if they consistently refuse to disclose information, especially if institutional decisions negatively impact people (e.g., in times of austerity).

Note

[1]https://www.ontario.ca/laws/statute/90f31

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IN SOLIDARITY

QUFA in Solidarity with LUFA and ULFA

QUFA supports its fellow university-sector works at Laurentian and Lethbridge as they exercise job action and seek to bargain new and fair collective agreements

By QUFA Staff

As you may be aware, there are currently a few job actions happening in the university sector. To help build solidarity, QUFA is sending out a message with Calls to Action from Canadian Faculty Associations. QUFA encourages Individual QUFA Members to show their solidarity by sending their own letters of support:

Laurentian University Faculty Association (LUFA)

LUFA is currently on strike. As you know, LUFA members have made significant sacrifices over the past few years after the institution declared insolvency under the Companies' Creditors Arrangement Act (CCAA). Your colleagues at LUFA are asking for participation in a letter-writing campaign to help secure pensions, fair compensation, and manageable working conditions. You can send an e-mail telling the Laurentian Board of Governors to negotiate a fair deal here:

https://www.lufappul.ca/?page_id=6355

University of Lethbridge Faculty Association (ULFA)

The University of Lethbridge Faculty Association (ULFA) has been bargaining for twenty-two months and has hit an impasse. ULFA is asking faculty associations to help promote their letter-writing campaign to put pressure on their Administration to bargain fairly and with more urgency. You can participate in the campaign here:

https://win.newmode.net/canadianassociationofuniversityteachers/itsbeenalmost2yearsitstimefortheuniversityoflethbridgeboardtonegotiateafairdeal

BARGAINING

Attend a Bargaining Town Hall

QUFA has been holding Bargaining Town-Hall meetings ahead of bargaining season for QUFA Members to voice their concerns to the bargaining team

	Law	Mon. 12 Jan. 2026, 11.30 a.m. – 1 p.m.	Law Building
	Health Sciences excl. Nursing/Rehab	Mon. 19 Jan. 2026, 12.30 p.m. – 2 p.m.	Botterell Hall
	Physical Sciences	Tues. 20 Jan. 2026, 12.30 p.m. – 2 p.m.	Chernoff Hall
	Social Sciences	Wed. 21 Jan. 2026, 1.30 p.m. – 3 p.m.	Mackintosh-Corry Hall
	Library	Mon. 26 Jan. 2026, 12.30 p.m. – 2 p.m.	Mackintosh-Corry Hall
	Business	Tues. 27 Jan. 2026, 2.30 p.m. – 4 p.m.	Goodes Hall
	Adjuncts	Wed. 28 Jan. 2026, 12.30 p.m. – 2 p.m.	via Zoom
	Engineering and Applied Science	Mon. 2 Feb. 2026, 11.30 a.m. – 1 p.m.	Jeffrey Hall
coming up!	**New Faculty**	**Wed. 4 Feb. 2026, 12.30 p.m. – 2 p.m.**	**via Zoom**
	Nursing and Rehab Therapy	**Mon. 9 Feb. 2026, 12.30 p.m. – 2 p.m.**	**Botterell Hall**
	Education	**Tues. 10 Feb. 2026, 12.30 p.m. – 2 p.m.**	**Duncan McArthur Hall**
	Humanities	**Wed. 11 Feb. 2026, 1.30 p.m. – 3 p.m.**	**Mackintosh-Corry Hall**

Please RVSP to Elizabeth Polnicky (ep43@queensu.ca) for room numbers or Zoom links for upcoming Bargaining Town Halls in your discipline or cohort.

LETTER TO THE EDITOR

Divestment Is Just the First Step

QUFA Members' recent vote to call upon the University Pension Plan (UPP) to divest from organizations and institutions contravening Canadian treaties and human-rights laws is just the first step in a larger process of lobbying and advocacy

By Patricia Salah
Department of Gender Studies

and Ariel Salzmann
Department of History

The Editor:

On 18 December 2025, in its Fall General Meeting, the QUFA Membership passed a motion calling upon the University Pension Plan (UPP) to divest from military munitions and other armaments being used in contravention of Canadian treaties and human-rights laws. Despite the many delays in getting this motion heard and voted on—a version of the motion was initially submitted to QUFA in early October 2025—the motion itself is hardly controversial. It simply asks the UPP to apply its own environmental, social, and governance (ESG) policy uniformly to address some of the most egregious violations of human rights occurring today.

Given the UPP's recent history, such a request falls well within what we have come to expect from its governance structure. Three weeks after Russia's invasion of Ukraine in February 2022, the UPP announced that it was putting in place an exclusion policy on all Russian assets and advocating before the Government of Canada "in support of stricter sanctions against Russia and its leaders, and stronger humanitarian efforts on the ground and for those seeking asylum." The UPP further stated, "We have made our position clear—breaches of international law have no place in UPP's portfolio." The UPP positioned itself unmistakably as an agent not only for upholding human rights but also advocating for them. A $12.8-billion portfolio makes the UPP an important voice.

In voting to divest, QUFA joined other member Faculty Associations of the UPP, such as the Trent University Faculty Association and the University of Toronto Faculty Association, in supporting divestment from pension funds invested in military munitions used in egregious human-rights violations. Seven other organizations invested in the UPP have made similar votes. In April 2024, before it joined the UPP in January 2026, the Wilfred Laurier Faculty Association passed a motion to divest "from any companies and investments complicit in Israeli war crimes or illegal occupation." Presumably, it will seek to apply this resolution to its new plan membership. Twenty-one other faculty associations across Canada have taken votes committed to various measures of divestment, sanctions and/or academic boycott contesting illegal Israeli occupation, human-rights violations, and genocide occurring today.

When the UPP transition took place, Members were assured that they were entering into a responsive pension plan where their voices would be heard. Those advocating for other issues, such as fossil-fuel divestment, have not found this to be the case. As Members, we should ask what it means for us to be invested in a pension plan that positions itself as an agent of ethical investing but refuses to listen to our voices in shaping its decisions.

The next step for QUFA is advocacy. We must insist that the UPP take Member concerns seriously. This is why the 18 December 2025 motion included a provision that QUFA strike an ad hoc committee to advocate within the UPP. Our pension funds should not benefit from interminable war and the flouting of human-rights laws and international conventions. The 18 December 2025 vote marked an important first step in ensuring that we do not benefit from those violations but instead work towards a future of peace, education, and hope—for our students, and for the world at large.

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ANNOUNCEMENT

Standing Joint Committee on Technology (SJCT)

Pursuant to the Endpoint Grievance arbitration award issued in November 2025, a new Standing Joint Committee on Technology with members from both Queen's Administration and QUFA will be established.

Any faculty member interested in acting as one of the QUFA representatives is invited to submit a statement of interest, providing some information about any relevant background and/or expertise.

The QUFA Executive will receive and consider all submitted statements of interest and vote to determine which QUFA Members will be appointed to serve on the Committee.

The arbitration decision contains information about the intended work of the Committee, and the Terms of Reference for the committee are forthcoming:

https://www.canlii.org/en/on/onla/doc/2025/2025canlii114185/2025canlii114185.html

LETTER TO THE EDITOR

Moving Beyond Usage

A Mandate for Critical AI Literacy

By Nasser Saleh
Librarian for Educational Initiatives, Queen's University

The Editor:

Queen's AI Nexus recently collected data from 2,244 Queen's community members, including 381 faculty and librarians, 1,242 students, and 562 staff, on their feedback on the use of Artificial Intelligence (AI) at Queen's University.[1] The survey results reveal a community standing at a critical juncture: while adoption is rising, with 55% of students and roughly half of researchers utilizing AI tools, there is a profound, shared anxiety regarding the erosion of critical thinking and the integrity of our information ecosystems.

The report highlights a "policy vacuum" and a "skills gap" that requires immediate curricular intervention. Both faculty and students expressed a clear desire for "short, required modules" and "workshops" that go beyond basic prompting.

Students' demands are clear on the survey: 48% specifically request guidance on referencing AI content, and 46% need instruction on the risks of reliance, including accuracy and privacy violations. Literacy efforts must focus on verification skills countering the high concern regarding "hallucinations" and misinformation in addition to ethical authorship to understand the boundary between assistive use (e.g., brainstorming) and the outsourcing of intellect.

In the survey, 46% of instructors felt unprepared to address these issues, given that professional development must pivot from tool mechanics to pedagogical resilience. Faculty showed the need for support in designing "AI-resilient" assessments that reveal genuine student thinking and in modelling "human-in-the-loop" workflows where AI is a supplement to, not a replacement for, expertise.

The library is uniquely positioned to address the Report's "Emerging Trends," particularly the tensions surrounding information provenance, intellectual property, and algorithmic bias. Librarians and Archivists have the capacity to lead the development of the requested "on-demand online learning" primers by framing AI literacy through the lens of critical inquiry.

Ultimately, the survey confirms that the Queen's community does not want "integration by default," but rather a balanced approach where innovation is checked by human values. Librarians and Archivists, as information experts, must stand ready to ensure that as we adopt these tools, we do so with our eyes wide open, prioritizing critical literacy over mere efficiency. A mandate for critical AI literacy requires us not just to operate AI tools, but to understand, to analyze, and to question their ethical implications, biases, and societal impacts.

Note

[1]https://www.queensu.ca/ai/sites/quaiwww/files/uploaded_files/2025-11-08-AI-Community-Shareback.pdf

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GET INVOLVED

QUFA Caucuses

We are looking for Members to join various QUFA Caucuses:

- **The Caregivers Caucus** connects Members involved in care responsibilities (e.g., young children, seniors, family members with disabilities) to share experiences, concerns, and resources.
- **The BIPOC Caucus** supports and advocates for Members who are Black, Indigenous, racialized, and/or visible minorities. It is organized to collectively discuss workplace matters specific to QUFA's BIPOC Members and to work towards racial equity in our workplace.
- **The New Faculty Caucus** connects recently appointed faculty (up to five years) to share experiences and concerns pertinent to new faculty.

To inquire about joining any of these caucuses, please contact QUFA Political Action and Communications Committee (PACC) Chair Vanessa Thompson (vt25@queensu.ca).

ANNOUNCEMENT

Nominations and Elections Committee

Per QUFA Bylaw 1, Section A, QUFA is now forming its Nominations and Elections Committee for 2026. There are positions reserved for Members who are neither on the Executive Committee nor on the Council of Representatives. The Nominations Committee does much of its work via e-mail and at virtual meetings. Committee members reach out to potential candidates for election (at the Spring General Meeting), to the Executive, and respond to those who want more information to self-nominate. The work is time-limited from January to April. If you are interested in joining this committee, please e-mail QUFA Executive Director Leslie Jermyn (qufaed@queensu.ca).

GRIEVANCE CORNER

Beware of Divide and Rule

The recent arbitration decision in QUFA's favour involving the DAN School highlights the need for Members to be aware of the Administration's divide and rule tactics ahead of bargaining season

By Karen Sisson
Grievance Officer, QUFA

In June 2025, after extensive effort to cooperatively resolve dispute(s) regarding compliance with the Collective Agreement (CA), QUFA was compelled to grieve. In December 2025, an Award was issued following a mediation and arbitration hearing.[1]

The measurement of work and compensation for Term Adjunct Members teaching Applied Music courses at the DAN School of Drama and Music grounded the disputes leading to the grievance. In a nutshell, QUFA considers that the introduction of "new" Applied Music courses contravened the CA, because the Administration concurrently adopted "new" measurements of compensation and workload values that were lower than the values described in Appendix L of the CA, and which were never negotiated with QUFA. QUFA relied on JCAA and Article 13 procedures to initiate negotiations towards a remedy that would not undermine duly negotiated rights. For its part, the Administration claimed that QUFA should simply abandon the application of Appendix L entirely.

While the above describes disputes leading to the grievance, the grievance itself did not seek to impose changes to Appendix L. Rather, the grievance sought a remedy to QUFA's claim that the conduct of the Administration resulted in injury to QUFA's reputation, undermined the CA, denied QUFA Members the benefit of meaningful representation, and undermined QUFA's role as the exclusive bargaining agent. In particular, QUFA took issue with representations from the Administration to QUFA Members claiming that QUFA's refusal to abandon Appendix L rights effectively placed the interests of DAN School members at risk.

Those disputes are now resolved via the Award issued in December, and QUFA continues its efforts to engage the Administration towards a reasonable agreement about Appendix L that will protect QUFA Members while also empowering the DAN School to reshape its course delivery and programming.

The Mediation Outcome

The Award confirms that QUFA's conduct was characterized with diligence and integrity, and should not be impeached. Further, the Award emphasizes the Administration's requirement to disclose necessary information and both parties' obligation to engage in "*meaningful* consultation." The emphasis on "meaningful" is important: according to many legal decisions, "meaningful consultation" requires genuine attention to the viewpoints of both sides of a dispute.

Additionally, Arbitrator Knopf is now seized with respect to the implementation of the Award. That means that QUFA and/or the Administration can promptly return to Arbitrator Knopf should there be any future concerns about adhering to the directives contained in the Award.

Why Does This Matter to All QUFA Members?

From QUFA's perspective, the events leading to the grievance demonstrated the employer's strategic interest in exploiting differences between tenured or tenure-track Members and Term Adjunct Members in this unit.

Inferring that the negotiated rights of all Members cannot or should not be equally defended serves the employer's interest in fostering resentment and mistrust between different classifications of workers, a classic tactic adopted by many employers, especially ahead of bargaining.

While the DAN School Award does not shield QUFA Members from "divide and rule" tactics, the acknowledgement that certain communications from the Administration caused Members to question the Association's conduct serves as a helpful reminder that one cannot rely on the employer's "good faith" when it comes to interpreting a bargaining agent's advocacy. The Membership must always consider whether an employer's messaging is intended to undermine solidarity and the vast power achieved therein.

Note

[1]https://qufa.ca/wp-content/uploads/2026/01/AWARD-Queens-University-and-QUFA.pdf

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ANNOUNCEMENT

Tuition Support Plan

The Winter-Term submission deadline is 28 February 2026. Please see Appendix N in the Collective Agreement and access the application portal here:

https://queensuca.sharepoint.com/sites/HR-employees/SitePages/Tuition-Support-Plan.aspx

Please read the application guidelines carefully, especially the "Important Changes" notices. If you experience any difficulties with the Queen's Intranet, please contact HR directly.