



QUFA VOICES

Your Queen's University Faculty Association Newsletter

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PRESIDENT'S VOICE

Raising All Boats

Protecting the rights of QUFA Members means protecting the rights of Adjuncts, not just those of Tenure-Stream faculty

By Karen Rudie
President, QUFA

As we head into negotiating a new Collective Agreement, one feature of our bargaining unit will potentially give rise to division within our ranks and at the same time provide a golden opportunity for the Administration to impose diminished rights or decreased gains *for all of us*. That feature is that QUFA represents both tenure-stream faculty and Adjuncts.¹ Tenure-stream faculty who feel frustrated with this arrangement typically argue that we cannot make concessions that would otherwise benefit tenure-stream faculty just to help out our more precarious colleagues in Adjunct positions. That reasoning suggests that only sheer altruism would lead QUFA to emphasize Adjunct rights in any bargaining campaign.

In fact, our representation of Adjuncts and tenure-stream faculty benefits both groups of people!

In any two-tiered workplace, those in the better-paid and -protected jobs need to be aware that whatever indignities they permit the second tier

ANNOUNCEMENT

Adjourned General Meeting

The Adjourned General Meeting (the continuation of the Fall General Meeting) is scheduled for the following date, time, and location:

Tuesday 3 March 2026
1.00 p.m.
via Zoom

Please RVSP to Elizabeth Polnicky (ep43@queensu.ca) for Zoom link. The official notice was sent 2 weeks in advance of the Meeting. The Agenda will be sent 1 week in advance of the Meeting.

to suffer become future proof that there was no need to defend against these threats in the first place. Here's a simple case in point: full-time bricklayers bargain for shorter work hours at the same rate of pay, arguing that the job is physically demanding and causes harm after x hours of work in a day. They do not extend this to part-timers who continue to work x+ hours each day, and thus to earn at a lower rate. At some point, two things become obvious to the employer:

1. part-timers are cheaper and more flexible, so why hire into full-time ranks?; and
2. people can work x+ hours—witness the part-timers—so why continue with this perk?

If QUFA Term Adjuncts are woefully underpaid (with no pension and often no access to medical or dental benefits) or stripped of other essential aspects of the job (the right to

participate in all aspects of collegial governance, the right to be compensated while researching to the benefit of Queen's, the right to be paid while preparing to teach), and QUFA doesn't seek to equalize their rights, we are tacitly communicating that these rights are not essential to get the job done, and that the job isn't worth as much as regular salaries suggest.

More generally, unions are about pooling strengths and resources to raise all boats. The higher the tide and the more boats floated, the more difficult it is to undo past gains. Historically, for example, unions fought to reduce the working week, and because they have been successful, there are legislative limits to work hours, which makes going back to nineteenth-century workdays in the legal economy impossible. Conversely, employer pension plans became widespread in union shops,



PickPic

Unions are about pooling strengths and resources to raise all boats. The higher the tide and the more boats floated, the more difficult it is to undo past gains. As we move towards the next round of bargaining, let's work together to raise everyone's boat, to protect all faculty jobs at Queen's, both Tenure-Stream and Adjunct!

and some private industry offered them to compete, but a workplace pension in addition to those offered by government did not become universal enough to be a legislated right. As a consequence, eroding the employer pension promise has been a go-to option in tough economic times. By extension, at the local level, making certain rights "universal" (e.g., academic freedom for all faculty) in the workplace makes them less likely to be rolled back.

As an engineering professor, I was completely unaware until I got

involved in QUFA leadership just how many of our Members are Term Adjuncts. In our current union of 1,372 Members, 442 are term adjuncts: that's 32% of our Membership. These colleagues taught over 1,200 courses last year across all faculties. In other words, the message is clear: teaching *can* be done by people without tenure, sabbaticals, medical benefits, pensions, parental leaves, paid vacations, paid research time, and collegial authority.

In times of financial austerity, it makes complete sense to freeze hiring

into the tenured ranks and rely more heavily on people who do not have these rights and protections. At the same time—and this is happening already at Queen's—the pressure can be turned up on those with job security to justify their "perks" with greater productivity (larger classes, more supervision, more research output).² To make the argument that class sizes need to be capped or that work time must be reserved for research (to support the pedagogical mission), we have to protect *everyone's* class size and argue for *everyone's* right to be compensated for research.

In other words, we need to support efforts to protect *all* faculty jobs at Queen's.

Notes

¹There are two types of "Adjunct" in the QUFA Bargaining Unit: Continuing and Term. Continuing Adjuncts have earned the right to a permanent teaching position (sometimes with research and service components) and are paid year-round. Term Adjuncts work on per-course or short-term contracts, usually without benefits, and without long-term job security.

²There is intense pressure on QUFA to allow the quantification of research output into Workload Standard documents, for example.

Karen Rudie can be reached at karen.rudie@queensu.ca.

QUFA VOICES February 2026 (Volume 21, Number 5, Issue 131)

QUFA Voices is published by the Queen's University Faculty Association (QUFA), 9 St Lawrence Avenue, Kingston, Ontario, K7L 3N6, Canada (qufa@queensu.ca). It is distributed electronically to all QUFA Members via the QUFA-NEWSLETTER-L listserv. Past issues are archived on the QUFA Web site at <https://www.qufa.ca/voices/>.

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.

Notes on Queen’s Finances

QUFA’s Finance and Budget Review Committee is closely watching another projected surplus, faculty’s low share of overall salary expenditures, and a new provincial funding announcement

By the Finance and Budget Review Committee, QUFA

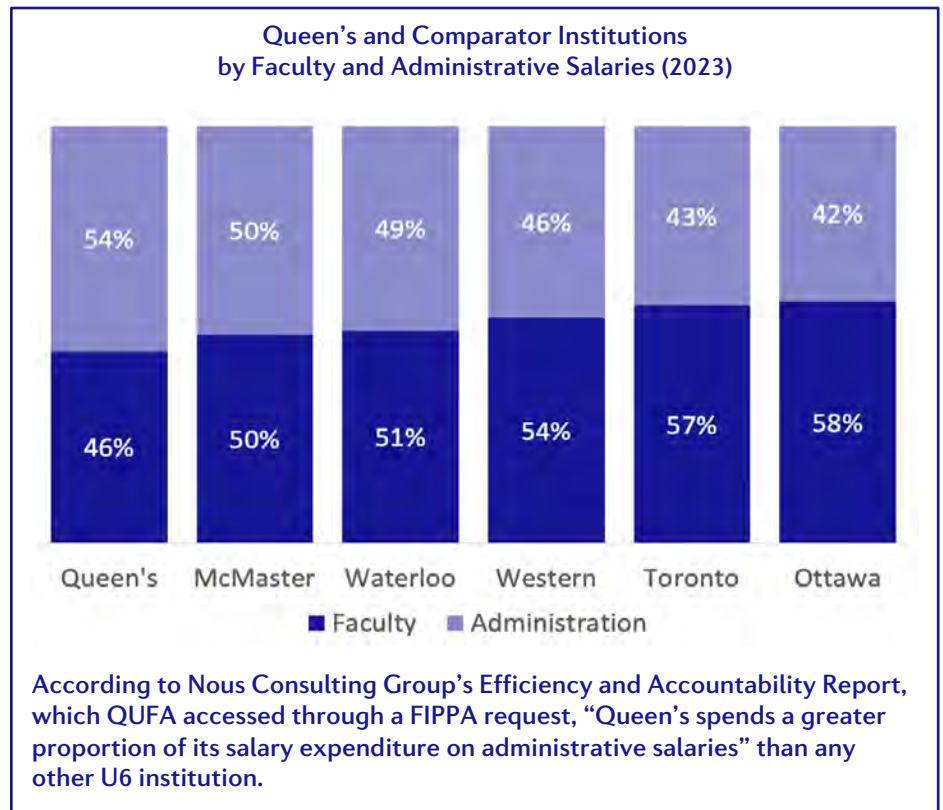
QUFA’s Finance and Budget Review Committee (FBRC) remains vigilant in keeping track of changes to Queen’s financial situation, especially in the lead-up to bargaining. Below, we describe three new developments from the past few months:

1. Queen’s Budget Update

At the most recent Board of Trustee’s (BoT) meeting, the BoT was presented with an update on Queen’s financial picture¹ for the year. In this report, the Vice Principal (Finance and Administration) reported that the projected operational deficit for the year had dropped to \$3 million, down from an original projection of \$26.4 million. This projection, however, excludes investment income. With investment income returns included, the operating budget is projected to have a surplus of \$30.7 million dollars at fiscal year-end.

2. Faculty’s Low Proportion of Queen’s Salary Spending

As part of the FBRC’s work, we sometimes use Freedom of Information and Protection of Privacy Act (FIPPA) requests to gather data when the administration is not forthcoming with information. Most recently, we requested the *Nous Consulting Group’s Efficiency and Accountability Report* after the Provost denied Senate’s request for the report.



While the file was heavily redacted, the Appendix did note that “Queen’s spends a greater proportion of its salary expenditure on administrative salaries” than any other U6 institution (see Table above). Relevant to bargaining is the flipside, that Queen’s spends the lowest proportion of its salary expenditures on faculty in comparison to all other U6 institutions.

3. A New Provincial Funding Announcement

Over the past few years, the Administration has justified drastic cuts by telling faculty that increased Provincial funding was not coming. However, on 12 February 2026, the Province announced that it would be raising the tuition cap and increasing university funding.² The FBRC will wait for more information before performing an analysis on how this will impact the university’s financial picture.

We also offer solidarity to student unions who are pushing back against

the regressive effects of changes to OSAP funding.³ Increased funding for postsecondary education should not come at the expense of support for low-income students.

Notes

¹[https://queensuniversity.civicweb.net/document/277885/Financial%20Projection%20-%20December%202025%20Board%20\(Nov%2027\).pdf](https://queensuniversity.civicweb.net/document/277885/Financial%20Projection%20-%20December%202025%20Board%20(Nov%2027).pdf)

²<https://news.ontario.ca/en/release/1007034/ontario-investing-64-billion-to-support-postsecondary-sectors-long-term-success-and-sustainability>

³<https://ocufa.on.ca/press-releases/new-funding-announcement-welcome-but-still-leaves-ontario-at-the-bottom-of-the-heap-increases-student-debt/>

The Finance and Budget Review Committee can be reached at qufa@queensu.ca.

IN MEMORIAM

Joel Duff

Joel Duff was previously the Associate Executive Director at OCUFA, and was a fierce champion of the labour movement

By Jenny J.H. Ahn
Executive Director, Ontario Confederation of University Faculty Associations (OCUFA)

We are very saddened to report that Joel Duff, previously the Associate Executive Director at the Ontario Confederation of University Faculty Associations (OCUFA), has passed away. Joel was a fierce champion across the labour movement, spending his career advocating for workers' rights. He began as an organizer and chairperson with the Canadian Federation of Students (Ontario), before occupying various mobilization roles at the Ontario Federation of Labour, the Canadian

Labour Congress, the Ontario Secondary School Teachers' Federation, and OCUFA.

Joel was passionate about making systems-level change within the labour movement and remained steadfast in his commitment to advancing the needs of students, faculty, and workers by centring their voices. OCUFA greatly appreciates all the care he put into his work, and are fondly thinking of his camaraderie. He will be missed.

On behalf of OCUFA's staff, Executive, Board of Directors, and member organizations, we are sending our heartfelt condolences and support to Joel's family and loved ones, including his partner and two kids, as they process this time of loss and grief.

Jenny J.H. Ahn can be reached at <https://ocufa.on.ca/contact/>.



supplied

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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).

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://queensu.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.

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 with disabilities)
- **The BIPOC Caucus** supports and advocates for Members who are Black, Indigenous, racialized, and/or visible minorities
- **The New Faculty Caucus** connects recently appointed faculty (up to five years)

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



Divesting from Austerity:
Solidarity and Equity in Labour Struggles

Bargaining at Queen's

An Online Workshop

As QUFA prepares for a new round of bargaining, this online workshop will inform Members about the bargaining process and how best to prepare in this crucial period. It will address the history of QUFA and bargaining at Queen's, as well as what it means to get ready for a new round of bargaining. What should Members look out for? How can Members get involved? How can Members best mobilize their colleagues? The workshop will also review various campaign-based bargaining approaches and provide examples of how other faculty associations have deployed these strategies successfully.



Moderated by Vanessa E. Thompson and Pinar Tuzcu (QUFA-PACC)

Speakers: Kimiko Inouye (Director of Collective Bargaining Services at OCUFA), Jordan Morelli (QUFA Chief Negotiator), and Ayça Tomaç (QUFA Equity Representative and QUFA Bargaining Team)

Wednesday 25 February 2026
2.00 p.m. – 4.00 p.m.
via Zoom

Please RSVP to ep43@queensu.ca by Wed. 25 Feb. 2026 at 12.00 noon for Zoom link