

Bargaining Report

2025-2026 QUFA Bargaining Team:

Jordan Morelli (Chief Negotiator; Physics)

Francine Berish (Geospatial Data Librarian)

Megan Edgelow (School of Rehabilitation Therapy)

James Stotz (JCAA Co-Chair; Physics)

Ayca Tomac (Global Development Studies)

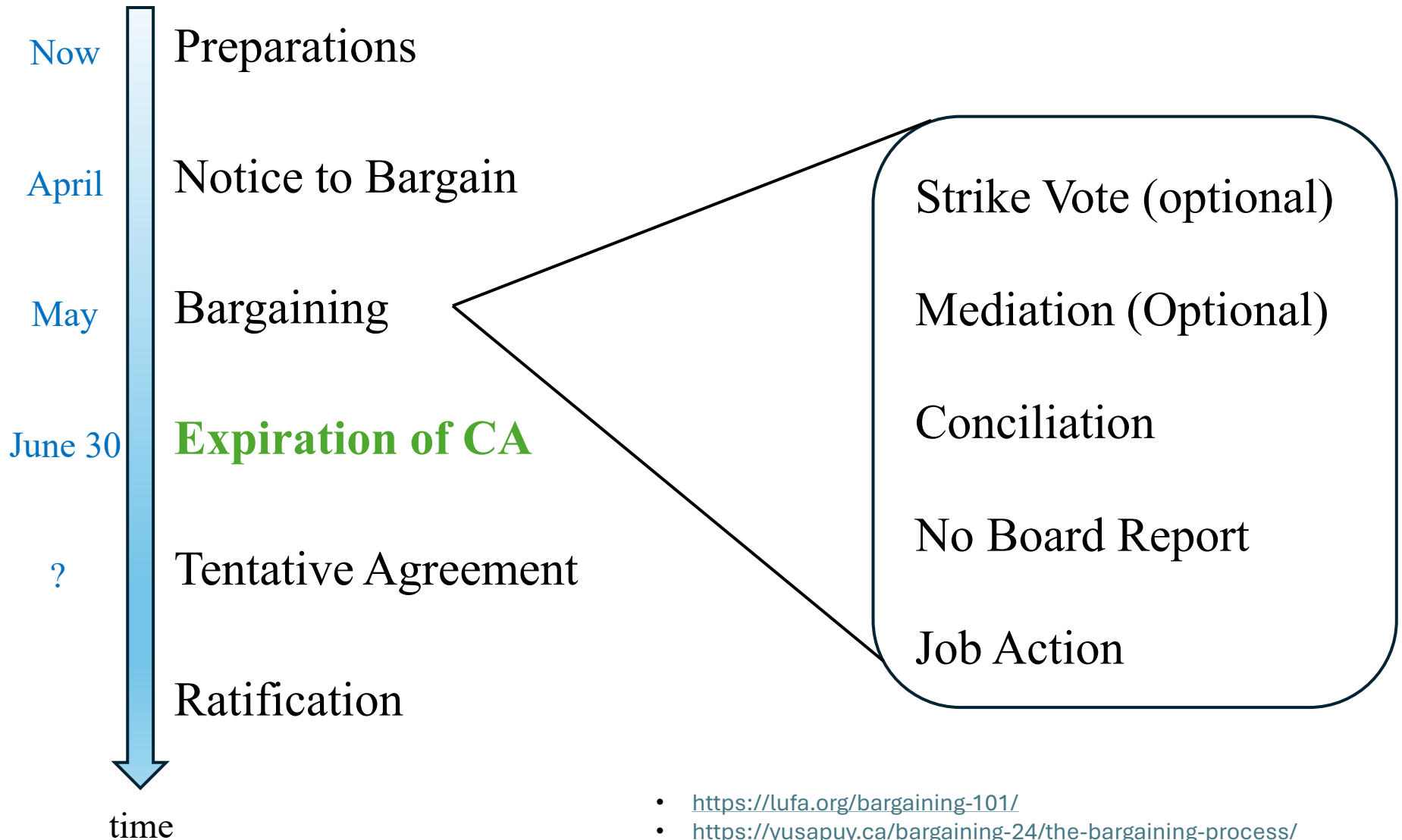
Bradley Weinberg (Employment Relations Studies)

Micheline Waring (QUFA Staff)

Current Collective Agreement

- The current collective agreement was set to expire on 30 June 2025, but was extended to 30 June 2026 by the Rollover MOA
- Plan to give Notice to Bargain in mid-April
- Meetings to begin in May with Queen's University to bargain a renewal Collective Agreement.

Bargaining Process & Timelines



- <https://lufa.org/bargaining-101/>
- <https://yusapuy.ca/bargaining-24/the-bargaining-process/>
- <https://www.ontario.ca/page/collective-bargaining#section-3>

Bargaining Process

- **Notice to Bargain:** Can be given anytime within 90 days of the expiration of the current CA.
- **Bargaining:** Proposals, or packages of proposals are exchanged.
- **Tentative Agreement:** Both Bargaining Teams have agreed on the Terms and Conditions of the Renewal CA.
- **Ratification:** Both Parties must ratify the Tentative Agreement. QUFA will has a process that ends with the Members voting to accept/reject the tentative agreement.

Bargaining Process

- **Strike Vote:** Can be taken anytime from 30 days before the expiration of the current CA to anytime after expiration. A strike vote is optional, but it is a useful tool to show strong support for QUFA's proposals.
- **Mediation (optional):** May be a useful tool to break an impasse. Both parties share the costs of mediation, including the cost of hiring the Mediator. Mediation may be held concurrently with Conciliation.

Bargaining Process

- **Conciliation:** The Ministry of Labour, Immigration, Training and Skills Development may appoint a Conciliator at the request of either party. The cost of the Conciliator is paid by the Ministry. If bargaining reaches an impasse with the Conciliator, they report to the Minister who issues a No Board report. Conciliation is mandatory before either party can initiate Job Action.
- **No Board Report:**
 - Minister issues a No Board report.
 - Terms and Conditions of the expired CA remain in effect and cannot be unilaterally changed during the Cooling Off Period.
 - Job action can legally take place on the 17th day after the No Board report has been issued, or at anytime after.
 - Negotiations may continue during this period.

Bargaining Process

- Job Action:
 - After the 17 day Cooling Off period:
 - either/both parties may legally take Job Action.
 - Provided that a successful Strike Vote has taken place, QUFA would be in a position to take various Job Action
 - Work to Rule
 - Partial Labour Stoppage
 - Strike
 - The Employer could Lock Out Members, or unilaterally change the Terms and Conditions of employment.
 - Both parties must give 5 days written notice before commencing Job Action.
 - Negotiations may continue during this period.

Bargaining Preparations

- Bargaining Team meetings (Fall and Winter Terms):
 - Drafting Proposal language
 - Bargaining Mandate proposal
 - OCUFA Chief Negotiators meetings
- Member consultations including (Winter Term):
 - Themed/Cohort Town Halls
 - General Meetings
 - Mandate Approval
- LOA #6 Compensation Model Review (Fall and Winter Terms):
 - The Joint Working Group shall consider: the merit scoring scheme (and content in Articles 28 and 42) and, whether the financial components of the current compensation system remain appropriate and are achieving the desired results.