

**Queen's University Faculty Association
Collective Bargaining Mandate and Principles
2026**

Introduction

This document articulates the mandate and guiding principles that govern the collective bargaining process for the Queen's University Faculty Association (hereafter "the Association"). Our goal is to negotiate a fair, transparent, and equitable collective agreement that reflects the needs and values of our Members, supports academic excellence, and fosters a collegial, inclusive, and respectful working environment. The mandate is grounded in the democratic authority of our Members and the principles that uphold the integrity and sustainability of our profession.

Part I: Guiding Principles for Bargaining

The bargaining team is instructed to respond to issues based on Membership input, to prioritize the most pressing concerns—which often include compensation, job security, and workload—and to consider the changing external environment. The team should:

- Focus on achieving substantial improvements rather than minor or symbolic gains.
- Avoid any concessions that would weaken fundamental rights such as academic freedom or grievance processes.
- Maintain transparency with Members throughout the process and consult on significant trade-offs or compromises.

Our bargaining approach is grounded on the following principles, which reflect both the values of the Queen's University Faculty Association and the broader academic community.

1. Democratic Accountability

The Association operates on the foundation of Member democracy. Transparency, regular communication, and consultation are integral throughout bargaining. Members must have meaningful opportunities to shape priorities and influence outcomes.

2. Solidarity and Inclusiveness

We recognize the diversity of our Membership, including full-time, part-time, adjunct, tenured, tenure-track, continuing, continuing-track, faculty, librarians and archivists. Our mandate reflects a commitment to solidarity, ensuring that the interests of all Members are represented fairly and that no subgroup is marginalized. We engage allies beyond our Membership, including students and staff, to foster solidarity in the broader university community.

3. Indigenization – Equity, Diversity, Inclusion, Anti-Racism and Accessibility

The principles of equity, diversity, inclusion and Indigenization underpin all bargaining goals. We oppose systemic discrimination and work to dismantle barriers related to race, gender, disability, sexual orientation, age, or any other identity. Bargaining must promote equal opportunity, recognize diverse contributions, and support policies that foster inclusive excellence.

4. Academic Freedom and Integrity

Academic freedom is central to our collective identity and professional role. We defend the right of faculty to pursue knowledge, research, and teaching free from political, commercial, or ideological interference. Any threats to academic freedom are unacceptable in negotiations.

5. Quality Education and Research

The Association believes that fair and equitable working conditions for faculty, librarians and archivists support high-quality education and research. We pursue a collective agreement that fosters an environment conducive to creative scholarship, effective teaching, and student success. Workload standards must reflect the full scope of Member responsibilities.

6. Fairness and Respect in the Workplace

The collective agreement must promote a respectful workplace culture free from harassment, bullying, and discrimination. Respectful treatment and due process embody fairness and protect Members' dignity.

7. Sustainability and Long-Term Vision

Bargaining outcomes should balance immediate Member needs with the long-term sustainability of the university and the profession. This means being mindful of fiscal realities without compromising core principles or benefits.

8. Collegial Governance, Collaboration and Problem-Solving

While the Association adopts a firm stance on Member rights, we recognize the value of collegial governance and collaborative problem-solving. Constructive dialogue with the employer is welcome so long as it respects the Association's mandate and leads to meaningful gains. Furthermore, Members must have the ability to meaningfully participate in the internal workings of the university through collegial processes to the greatest extent practicable.

Part II: Bargaining Mandate

Authority and Representation

The Association's bargaining team is authorized by the QUFA Executive (as per [QUFA Constitution](#)), and by extension the QUFA Membership, to negotiate collective agreements with the University's administration on their behalf. This mandate reflects priorities set through consultation with the Membership, including surveys, town hall sessions, and general meetings. The bargaining team must seek ratification from the Membership on all tentative agreements negotiated before these agreements are finalized.

Objectives of Bargaining

The Association's bargaining mandate aims to achieve the following core objectives:

- **Indigenization - Equity, Diversity, Inclusion, Anti-Racism and Accessibility:** Promote and support equity, diversity, inclusion and Indigenization within the university community by advocating for policies and practices that eliminate systemic discrimination and barriers.
- **Workload and Working Conditions:** Address workload concerns by improving the process to revise workload standards to ensure that every Unit has collegially determined, clear and equitable workload standards that account for, among other things, the time contributed towards teaching, research, and service duties. This includes reasonable limits on class sizes, course development/preparation, adequate teaching supports, and expectations for administrative responsibilities.
- **Job Security and Employment Stability:** Protect and enhance job security, particularly for contingent faculty, including clearer pathways to permanent employment and better working conditions for term and continuing adjuncts.
- **Fair and Competitive Compensation:** Secure wage increases that recognize inflation, cost of living, and market competitiveness within the academic sector. Compensation (including merit) must be fair and equitable across all ranks and statuses, including tenured, tenure-track, term and continuing adjunct faculty, continuing and continuing-track librarians and archivists, and those on limited term appointments.
- **Academic Freedom:** Safeguard academic freedom as a fundamental principle, ensuring Members have the right to pursue research, teaching, and service free from undue interference or reprisal.

- **Collegial Governance:** Strengthen collegial governance practices, ensuring that Members have meaningful participation in the operation of the university.
- **Privacy and Security:** Ensure Members are protected from overly intrusive electronic monitoring, including that which is conducted using artificial intelligence systems.
- **Impacts of Artificial Intelligence:** Develop guardrails that govern the use of artificial intelligence systems in all aspects of the work Members perform.
- **Benefits and Professional Development:** Secure enhanced benefits that meet the diverse needs of Members and support career-long professional development opportunities.

Conclusion

The Queen's University Faculty Association enters collective bargaining with a clear mandate and a set of principles that prioritize the well-being, rights, and professional integrity of our Members. This document serves as the foundation for negotiations and ensures that all actions taken by our bargaining team reflect the democratic will and shared values of our faculty, librarian and archivist community.

We commit to open communication, Member participation, and principled bargaining to build a collective agreement that strengthens our university as a place of academic excellence, equity, and shared respect.