



QUFA ALERT!

Queen's University Faculty Association Bargaining Alert

BARGAINING ALERT 1 • 12 May 2026

Collective Bargaining Has Begun

The University has just presented their initial package of proposals, involving numerous Articles of the current Collective Agreement

By **Jordan Morelli**
Chief Negotiator, QUFA

The 2026 round of collective bargaining has begun. The University presented their initial package of proposals on Monday. The QUFA Bargaining Team will present our first package of proposals on Tuesday. We have eight additional days of bargaining scheduled during the month of May and another dozen in June.

The University's first package of proposals covered a broad range of Articles not directly related to compensation that the QUFA Bargaining Team will consider carefully over the coming days. As a few examples, their package included **Article 25 (Appointments)**, proposing, among other things, a new Professor of Practice appointment type; and **Article 30 (Renewal, Tenure, and Promotion for Tenure-Track and Tenured Faculty)**, proposing changes to the Renewal procedures for Initial Tenure-Track Members and an Extension of Appointment in the event of an unsuccessful application for tenure. These proposals were generally mirrored in **Article 31 (Renewal, Continuing Appointment, and Promotion for Librarian and Archivists Members)**. The University proposed some changes to **Article 37 (Workload)** that seek to restrict Unit Workload Standards to require that academic program obligations can be met within the resources of the Unit, but does not put an onus on the University to ensure that it provides adequate resources to Units to meet their program obligations under existing approved Workload Standards.

QUFA's first package of proposals is focused on the theme of Fairness in the Workplace and includes proposals impacting over a dozen Articles, including:

- **Article 9 (Discrimination and Accommodation),**
- **Article 19 (Grievance and Arbitration),**
- **Article 20 (Discipline),**
- **Article 24 (Employment Equity), and**
- **Article 36 (Working Conditions).**

Update on the Status of the LOA#6 Joint Recommendations to the JCAA

As you know, QUFA Members were asked recently to vote to endorse the recommendations in the LOA#6 Joint Compensation Working Group Report to the JCAA. The result of this vote was 60% in favour and 40% opposed. Given that this was not a super-majority decision, the Bargaining Team sought direction from the QUFA Executive on how to proceed.

The Executive met and agreed that, given the majority vote, the Bargaining Team should proceed to negotiate a new merit framework under the provisions recommended to the JCAA by the LOA#6 Joint Working Group, and furthermore that the Bargaining Team is to ensure that there will be plenty of opportunities for QUFA Members to be both kept apprised of how the proposals are evolving at the bargaining table and to have opportunities to provide feedback to the Bargaining Team that could guide the negotiations.

Stay tuned to future instalments of *QUFA Bargaining Alert!* for more information.

This is just the beginning of the first back-and-forth exchange between the Parties. It is clear that we are close together on several proposals, and not so close together on others. As evidenced by the sheer number of bargaining days scheduled over the next two months, the Parties have both demonstrated clearly their good faith desire to reach a mutually beneficial renewed Collective Agreement.

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QUFA Bargaining Team

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