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PRESIDENT'S VOICE

Threading the Needle

Understanding and Negotiating
QUFA's Power and Authority

By **Karen Rudie**
President, QUFA

Part of why I ran for Vice President of QUFA three years ago was the lack of agency I felt in my own department and faculty—especially with respect to rebalancing gendered inequities in Engineering—and my belief that QUFA was the instrument through which faculty could exercise real agency. In a little over a month, my first year as QUFA President will be over. Looking back on the year and the two years before that as VP, I can see that my understanding of QUFA's reach and QUFA's power has evolved.

QUFA's reach is narrower than I had understood it and is defined by the rights contained in our Collective Agreement (CA), relevant statutes, and subsidiary documents. The reason for such limitations is the recognition in labour law that an employer must retain a necessary degree of freedom to make administrative decisions as a component of "running the business." To ensure harmonious labour relations, parties to a CA are thus required to strike a reasonable

BARGAINING

Keep Up to Date on Bargaining with QUFA Alert!

During bargaining, read **QUFA Alert!** for the latest news from the table, written by Chief Negotiator Jordan Morelli and other members of the QUFA Bargaining Team. **QUFA Alert!** is sent directly to QUFA Members via e-mail, and issues are posted on the Bargaining page of the QUFA Web site (qufa.ca/bargaining). The first two issues of **QUFA Alert!** have been included in this issue of **QUFA Voices**.

balance between the bargaining agent's responsibility to protect fair working conditions and the employer's responsibility to maintain successful business operations. The recognition of QUFA's authority to respond to Queen's Administration's decisions is successfully maintained *because* QUFA operates within such legally prescribed limits. Were QUFA to consistently exceed these limits in an effort to control aspects of Queen's management that are beyond its purview, the Administration would quickly tune us out, and QUFA would then become much less powerful in its proper lane of defending the CA.

That said, there are many things that happen at Queen's or that affect us as

faculty members, librarians, and archivists that are not covered by the CA. When Members come to us hoping we can fix things, sometimes we have to say "this is out of our reach." This is especially frustrating when the Administration's conduct or decision-making demonstrates a lack of interest in considering the valuable perspectives of faculty members. In these situations, QUFA may not be able to act directly, but will defend faculty rights to participate in academic decisions on campus where it can.

For example, our Senate Faculty Caucus is not a QUFA entity per se, but typically we run it and it is a way of harnessing the collective power of faculty, librarian, and archivist voices

at Queen's. We raised our voices in the recent Senate meeting when the notion of a new academic entity called a College, and then specifically a College of Computing, was brought to the table with no prior discussion with QUFA or others outside the School of Computing. The motion also contained some disturbing language about Senate ceding authority to the Board of Trustees.

QUFA is neutral when it comes to whether there is an entity called a "College" at Queen's, or whether the School of Computing ought to transform into the College of Computing. However, what QUFA does care about is whether the Administration circumvents collegial governance in a way that removes decision-making on academic matters from faculty members. As in this example, sometimes defending that core right puts QUFA in the crosshairs of Members with contrary views, but we can negotiate that obstacle by adhering to principled positions on defending CA rights and collegial decision-making processes.

QUFA has also grieved this action because it contravenes the agreement we signed in 2025 that compelled the Administration to "meaningful consultation" on changes impacting QUFA Members. We have been asking for disclosure of plans for Computing for months, but have been told nothing. In this instance, we have to grieve to preserve the integrity of signed agreements between the parties. Even were a College of

Computing determined to be an excellent solution to the challenges being faced by the School of Computing, the way it is being created contravenes a duly signed agreement.

The senate motion to create the College of Computing has been delayed until September. If there is meaningful disclosure, discussion, and reflection on how a college will operate, and if the new entity fully protects the CA rights of Members, QUFA will not interfere further except to ensure that QUFA Members on either side of the argument are able to equally exercise their rights to voice, critique, and vote in coming to the final decision. This position will, no doubt, frustrate some of our Members, but it is the only defensible position for a union of university academics, and it's what sustains our authority to act when action is required.

In other ways this past year, QUFA was able to move the needle decisively. The grievances QUFA filed about the "Endpoint Protection" policy resulted in significant gains for Adjunct Members and led to the creation of a joint committee that will provide ongoing oversight on tech-related privacy issues. In addition, fresh Privacy Impact Assessments by expert third parties were required in response to the grievance. Our letter to the Administration on the structural organization of the Ombudsperson's office, where our concerns were lack of transparency around perceived conflicts of interest

together with oversight on that office coming from within the Administration, was dismissed at the time we wrote it. Nonetheless, just this week we saw that, in fact, the Ombudsperson's office has issued new terms of reference, which include a new oversight structure. Both directly and indirectly, if we are mindful of the guardrails around union work, QUFA can be highly effective.

Our most important work is now upon us: negotiating a renewed CA. One way to view bargaining is to see it as QUFA seeking to expand the arena in which we can legitimately act, while Queen's Administration seeks to limit it. The result is, normally, a negotiated settlement that the parties can live with—not ideal, not what either side really wants, but tolerable and, hopefully, functional. Should we reach a point where the Administration will not grant us "tolerable" resolutions, we will ask the Membership for a strike mandate; should the Administration not be able to live with our bottom-line positions, they may move to lock us out of the workplace. These job actions seek to compel the other party to capitulate in granting or ceding power. It is vital that all QUFA Members pay close attention to news from the bargaining table and that you think carefully about what are "tolerable" or "intolerable" limits of power for you personally and for the future of the university.

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

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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.

GET INVOLVED

Ad Hoc Committees

A call for volunteers to serve on the QUFA UPP Divestment Ad Hoc Committee and the Ad Hoc Constitutional Review Committee

By Leslie Jermyn
Executive Director, QUFA

QUFA is seeking volunteers to serve on two important and newly formed ad hoc committees: the QUFA UPP Divestment Ad Hoc Committee and the Ad Hoc Constitutional Review Committee. Volunteering to serve on QUFA committees is an excellent way to get involved with QUFA and help effect important change.

QUFA UPP Divestment Ad Hoc Committee

At the Fall General Meeting on 18 December 2025, the Membership passed a motion recommending the formation of an ad hoc committee (the "Committee") to advocate for divestment of UPP investments from entities producing weapons that support violations of human rights.

The Terms of Reference for this committee have been approved by the QUFA Executive and Council as follows:

1. The Committee shall consist of four to five members, drawn from diverse pools of expertise, including but not limited to law, world history, investment screening, financial markets, human rights, pensions, and social justice. At least one member of the Committee will have social-justice and/or human-rights expertise, and at least one member will have investment and/or pension expertise.
2. The QUFA President or designate shall be a member ex officio.
3. Members of the Committee must be active members of the pension plan; at least one member of the

Committee will be "early career," and at least one member will be "late career."

4. The term of office is two years and can be renewed once.

If you are interested in joining this committee, please send a statement of interest noting your relevant expertise and/or background to QUFA Executive Director Leslie Jermyn (qfaed@queensu.ca) and to QUFA Vice President Melissa Houghtaling (m.houghtaling@queensu.ca). The application deadline is **Monday 15 June 2026 at 5.00 p.m.**

Ad Hoc Constitutional Review Committee

The QUFA Executive and Council support a review and renewal of the Association's constitution, by-laws, policies, and accepted practices, in order to ensure consistency, completeness, and alignment with democratic principles and expectations. To this end, the Ad Hoc Constitutional Review Committee (the "Committee") will be created and tasked with completing such a review in order to make recommendations to the Executive and Council, either before the Fall General Meeting in 2026 or before the Spring General Meeting in 2027.

The following terms of reference for the membership of the committee apply:

1. The Committee will consist of four to six members knowledgeable about the operations of QUFA, plus the QUFA President or designate, and the Chair of Council or designate, both ex officio. In addition:
 - a. At least one member shall be a Librarian or Archivist.
 - b. At least one member shall be an Adjunct.
 - c. At least four of the six academic faculties shall be represented.

ANNOUNCEMENT

Funding Deadline

The Fund for Scholarly Research, Creative Work, and Professional Development (Adjuncts) has a Spring and Summer deadline of

Mon. 1 June 2026.

The application form is available here:

<https://www.queensu.ca/faculty-relations/qufa/research-fund>

Please contact QUFA Member Services Officer Doug Nesbitt (d.nesbitt@queensu.ca) with questions.

- d. One member of the Committee shall act as Equity Representative.
2. The Past President shall chair the Committee.
3. The Past President and the ex officio members of the Committee will count towards the faculty breadth distribution requirement as indicated in 1c above.

If you are interested in joining this committee, please send a statement of interest noting your relevant expertise and/or background to QUFA Executive Director Leslie Jermyn (qfaed@queensu.ca) and to QUFA Past President Mary C. (Cella) Olmstead (olmstead@queensu.ca). The application deadline is **Monday 15 June 2026 at 5.00 p.m.**

We are happy to answer any questions you may have about serving on these Committees.

Leslie Jermyn can be reached at qfaed@queensu.ca.

FYI

Active Learning in the Age of AI

A series of discussions to generate strategies to help professors and students navigate the new AI reality

By **L.F. Carver**
Faculty of Health Sciences

Owing to students' wide adoption of generative artificial-intelligence tools (GenAI) such as ChatGPT, many students are no longer reading assigned articles, nor are they synthesizing concepts and creating cohesive arguments to present in essays and assignments. Instead, many students are using GenAI to do their work for them. As a result, courses carefully crafted to include active learning activities that promote critical inquiry and analytical thinking are now facing redesign. For professors tackling these challenges alone, active learning may, by necessity, be replaced by proctored quizzes and exams to ensure students actually read the material. This is a loss, however, since active learning is linked to improved student well-being, improved knowledge acquisition, and better opportunities to collaborate with others.

Since the wide adoption of GenAI by students, I have struggled to preserve active learning in my classes at Queen's. I am searching for other faculty who are having similar struggles to meet in an online roundtable meeting to discuss and develop active-learning strategies that can flourish within our new GenAI reality. I plan to organize five or six different times for meetings so all interested professors have a chance to join this discussion. Subsequently, any interested faculty would be invited to continue to meet to share current active-learning strategies and to develop new ones. Active-learning activities developed through these meetings would then be used to improve undergraduate learning

GET INVOLVED

Join a QUFA Caucus!

The Caregivers Caucus connects Members involved in care responsibilities to share concerns and resources. Contact QUFA-PACC Chair Vanessa Thompson (vt25@queensu.ca) for more information.

The BIPOC Caucus advocates for workplace equity for Members who are Black, Indigenous, racialized, and/or visible minorities. Contact Co-Chairs Ayca Tomac (ayca.tomac@queensu.ca) or Norma Möllers (norma.mollers@queensu.ca) for more information.

The New Faculty Caucus connects recently appointed faculty to share experiences and concerns. Contact QUFA PACC-Chair Vanessa Thompson (vt25@queensu.ca) for more information.

outcomes, including the scaffolding of knowledge, and development of critical inquiry and analytical thinking.

After the roundtable discussions with faculty are completed, I plan to invite undergraduate students themselves to two focus-group sessions to ascertain their perspectives and concerns, thus engaging in another cornerstone of active learning—where the students act as partners in learning and promoting student inquiry.

Together, the strategies from the discussions with professors and students will be combined into a report available to all interested faculty members, providing practical examples of active-learning activities that can be implemented in classrooms across campus.

Please join in these discussions! The Doodle poll below provides some

BARGAINING

Join the Job Action Committee!

Are you the person in your friend group who knows where to get things? Like porta-potties? Do you have a large collection of sticks and poster boards to make signs? Could you source thirty clown costumes on short notice? Maybe not, but if you are someone who is great at handling logistics, the Job Action Committee is looking for you!

The Job Action Committee is the group responsible for ensuring that QUFA is ready for either a strike or a lockout, should one be necessary. We find a strike headquarters, plan picket lines, and organize strike captains. We source food and coffee so strikers are fed, and we organize porta-potties because we might not have access to washrooms. We plan signs and map out the campus, we meet with police to ensure everyone's safety, and we gather musical instruments so everyone still has fun.

And, as always, we hope none of this is ever necessary.

If this sounds like you, please reach out to Amanda Ross-White to volunteer!

amanda.ross-white@queensu.ca

suggested times to meet this coming June.

<https://doodle.com/group-poll/participate/aOXo7YRb>

Please choose the times that fit your schedule best, or e-mail me to suggest a different meeting time.

L.F. Carver can be reached at 4lfc@queensu.ca.

GRIEVANCE CORNER

Colouring Outside the Lines

Is the Queen's Administration side-stepping Collective Agreement commitments to Term Adjunct faculty members?

By Karen Sisson
Grievance Officer, QUFA

QUFA regularly responds to queries from Term Adjunct Members regarding the method and procedures applicable to the accrual of Rights of Reappointment described in the QUFA Collective Agreement (CA). Such queries often come from Members who, despite providing dependable, adaptive, and tremendously valuable service to the University over many academic years, find that the opportunity to achieve greater job security (and the additional employment benefits that go along with such an achievement) always seems to be just out of reach.

While such enquiries are not uncommon, QUFA has noted a pronounced uptick in the frequency of Member queries across faculties, and particularly in the Faculty of Education, that identify sudden changes in patterns of course assignments for Members who are on the cusp of earning a Specific Right of Reappointment (SRoR) to a particular course. Given the fact that a Term Adjunct Member is required to secure at least one SRoR entitlement as a precondition to achieving the opportunity to apply for a General Right of Reappointment (GRoR), and the GRoR is in turn a requirement preceding any right to apply to Continuing Adjunct status, manipulating course assignments to avoid a Member's accrual of SRoR is a strategy the employer could surreptitiously adopt as a means of keeping the path to permanence for Adjunct Members firmly closed.

The QUFA CA is somewhat unusual in Ontario because of the inclusion of Adjunct Members in the Bargaining Unit and the Rights of Reappointment that have been successfully negotiated for those Adjunct Members. The CA also explicitly prohibits an Adjunct Member from being denied reappointment as a means of preventing the individual from becoming eligible for reappointment or appointment as a Continuing Adjunct (Article 32.1.1).

Of course, the very nature of a Term Adjunct appointment infers the absence of any promised job permanency, and changes to perceived patterns of course assignment may be the legitimate result of appropriate appointments procedures. However, it is also important to consider the context in which this perceived rise in the frequency of similar queries has been observed, including the fact that certain senior administrators at Queen's have regularly and openly expressed disdain towards the existing CA commitments that provide a path to permanency for Adjunct QUFA Members.

Considering the above, QUFA is seeking the help of Adjunct Members to assist with gathering data that may inform its analysis of the employer's compliance with the CA. To achieve that end, QUFA relies on the willingness and appetite of Term Adjunct Members to engage in a careful review of their work history at Queen's. Members are asked to pay particular attention to any existing progress towards SRoR entitlement, as well as any emerging patterns within course assignments that suggest that sudden changes are being adopted by the employer when a Member is on the cusp of earning SRoR. Any Term Adjunct Member who identifies questions or concerns related to existing or pending SRoR entitlements after completing such a review are urged to contact QUFA regarding those observations.

ANNOUNCEMENT

Grievance Update

Establishing a new academic entity known as a "college"

On 5 May 2026, QUFA filed an Association grievance claiming that the Administration has breached its commitments to engage in meaningful consultation and exercise transparency that are enshrined in the Collective Agreement and Rollover MOA.

The grievance responds to the recent identification of the Administration's ongoing planning and efforts to establish a new academic entity to be known as a "college." This planning has ostensibly been underway for many months in the absence of any prior consultation or information sharing with QUFA or with the QUFA Membership.

A separate article in this edition of *QUFA Voices* provides a detailed explanation of how SRoR entitlement arises, and the implications of this right to a Member's capacity to achieve eligibility to apply to convert from a Term Adjunct to a Continuing Adjunct appointment.

Should you have any questions related to the above, please do not hesitate to reach out to me directly.

Karen Sisson can be reached at ks233@queensu.ca.

QUFA VOICES

Voice Your Views!

If you have an opinion about anything you read in *QUFA Voices*, or if you have an idea for a story or profile for *QUFA Voices*, please send us a letter to the editor!

mayr@queensu.ca

ADJUNCTS

A Quick Guide to SRoR

What is Specific Right of Reappointment (SRoR), and how is it an essential path towards a Continuing Adjunct appointment?

By **Karen Sisson**
Grievance Officer, QUFA

What is SRoR?

SRoR is an acronym for “Specific Right of Reappointment.” It is the first step available to Term Adjunct QUFA Members wishing to achieve any degree of permanency and predictability in their employment relationship with Queen’s.

This right applies only to Term Adjunct Members and is described in Article 32.2 of the Collective Agreement. Once achieved, a Term Adjunct with SRoR enjoys something akin to seniority when it comes to opportunities for reappointment to teach the specific course for which the Right of Reappointment has been earned. Article 32.2.2 describes the limited conditions under which a Term Adjunct with SRoR may be denied reappointment to teach the course, and Article 32.4 describes the limited conditions under which a SRoR may expire.

The SRoR is automatically achieved once a Member has taught a course three times in three separate academic years falling within a period of five consecutive academic years. The Adjunct must also have been assigned full responsibility for the course (as opposed to having engaged in a shared teaching arrangement), and there must also be a record of good teaching and satisfactory performance of assigned duties.

The requirement to teach the same course in three separate academic years means that teaching different sections of the same course within the same academic year will not result

ANNOUNCEMENT

Grievance Update

Joint JCAA Workload Standard Subcommittee

On 27 March 2026, a new Association grievance was filed in response to QUFA’s ongoing concerns about the conduct of administrative representatives via the work of the joint JCAA Workload Standard Sub-committee. The work of the joint sub-committee is described at Article 37.6.1 of the Collective Agreement (CA).

QUFA has grieved that the Administration’s conduct has contravened various CA provisions aimed at protecting the integrity of unit-driven Workload Standard procedures. QUFA has also claimed that the Administration’s conduct fails to uphold the agreement at LOA 2 that the joint sub-committee will endeavour to agree to a new Workload Standard template. The grievance further claims that the Administration’s conduct has interfered with QUFA’s role as the exclusive Bargaining Agent and amounts to a failure to administer the CA honestly and in good faith. A Step 1 meeting to discuss the grievance is scheduled for 6 May 2026.

in additional credits towards achieving SRoR. A Term Adjunct will only progress one step towards SRoR each academic year that they have taught the course.

If a course name or code is changed, but the content of the course remains essentially the same, teaching the revised version of the course will accrue SRoR credits, provided the initial version of the course title and code is excluded from the new version of the course (i.e., students are unable to earn additional course credit by taking the new version when they have already completed the prior version).

SRoR is Essential to Opening the Path to a Continuing Adjunct Appointment

If one were to envision a Term Adjunct’s progress towards job security as a garden path, achieving SRoR is the essential key that will open the gate to that path. The next step along that path is a successful application for the broader right referred to as the “General Right of Reappointment” (GRoR). GRoR is, in turn, a requirement that must be achieved before a Term Adjunct Member becomes eligible to apply to

convert their appointment to a Continuing Adjunct appointment.

Without at least one SRoR entitlement, Term Adjuncts are left with no mechanism to escape the perils of precarious employment, regardless of the strength of their teaching or the length of service to Queen’s. It is thus essential that any Term Adjunct who has hopes of eventually transitioning to a Continuing Adjunct appointment pay close attention to the achievement of this Right of Reappointment.

Any Member with questions or concerns regarding the information above is welcomed and encouraged to reach out to me and/or QUFA to request a consultation call.

Karen Sisson can be reached at ks233@queensu.ca.

ON THE WEB

Grievance Web Site

Check out the Grievance page of the QUFA Web site for more information and resources on grievances:

qufa.ca/grievances



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.

QUFA can be reached at qufa@queensu.ca.

QUFA Bargaining Team

Jordan Morelli	(Chief Negotiator), Physics
Francine Berish	Library
Megan Edgelow	School of Rehabilitation Therapy
James Stotz	Physics
Ayca Tomac	Global Development Studies
Bradley Weinberg	Employment Relations Studies
Micheline Waring	QUFA Labour Relations Officer

BARGAINING ALERT 2 • 26 May 2026

Bargaining Continues to Be Collegial and Collaborative

Both QUFA and the Administration have tabled proposals that advance UN Sustainable Development Goals; it is hoped that the Parties will continue to work productively towards achieving these important ends

By Jordan Morelli
Chief Negotiator, QUFA

We have completed six days of collective bargaining over the past two weeks, and the tone at the table continues to be best characterized as collegial and collaborative. Queen's and QUFA have now (with a few minor exceptions, such as Appendix S, involving Online Courses) exchanged our initial proposals on non-monetary issues. In addition, QUFA has tabled the initial proposal to implement the Parties' shared understanding of the LOA 6 Joint Compensation Working Group Report to the JCAA regarding the possible adoption of a new merit framework, which obviously has monetary implications. QUFA has responded to most of Queen's initial proposals. We have accepted some, have made counter-proposals in response to others, have provided explanations as to why we rejected some others (so that Queen's could understand where we were coming from and could modify their proposals accordingly if they wish to table them in a revised form), and we have launched consultations and research for a few of their proposals to which we were not yet prepared to respond.

During the tabling of initial proposals, both Parties have listened carefully to each other, have asked plenty of questions, and have relayed anecdotes and examples so that we would all understand the concerns or issues underlying each proposal. The majority of the proposals now lie with Queen's, and this week we anticipate their responses having the same level of consideration and detail with which QUFA has responded to theirs. This represents the next stage of the negotiating process and is where the hard work really begins. Over the coming days and weeks, QUFA and Queen's will exchange counterproposals and provide explanations to one another as to where the sticking points are. It is my hope and expectation that both sides will continue to work in this collegial and collaborative fashion to arrive at a renewed Collective Agreement that improves the terms and conditions of employment to the benefit of all.

ON THE WEB

Stay Up to Date During Bargaining!

Check out QUFA's Bargaining Web site for bargaining updates!



qufa.ca/bargaining

The proposals that QUFA has tabled were grouped into five categories:

1. Fairness in the Workplace,
2. Workload,
3. Job Stability and Employment Stability,
4. Information Technology and Privacy, and
5. Compensation.

As mentioned above, while QUFA did not present our comprehensive compensation proposals, we did table a number of compensation-related proposals. It should come as no surprise that QUFA's proposals are all framed with a view of maintaining and enhancing I-EDIAA principles.

Furthermore, as we all know, Queen's prides itself on its progress in implementing the UN Sustainable Development Goals (SDGs). There are seventeen such goals,¹ and these include:

- **Goal 8:** Decent Work and Economic Growth (with Target 8.8: "Protect labour rights and promote safe and secure working environments for all workers, including ... those in precarious employment");
- **Goal 10:** Reduced Inequalities (with Target 10.4: "Adopt policies, especially fiscal, wage, and social protection policies, and progressively achieve greater equality"); and

- **Goal 16:** Peace, Justice, and Strong Institutions (with Target 16.6: “Develop effective, accountable, and transparent institutions at all levels”; and Target 16.7: “Ensure responsive, inclusive, participatory, and representative decision-making at all levels”).

Many of QUFA’s proposals are designed to further Queen’s progress towards implementing these SDGs. It is up to Queen’s to demonstrate the strength of their commitment to these SDGs by continuing to work collegially and collaboratively to reach consensus on how best to implement our proposals.

Note

¹<https://sdgs.un.org/goals>

Jordan Morelli can be reached at morelli@queensu.ca.

QUFA Bargaining Team

Jordan Morelli	(Chief Negotiator), Physics
Francine Berish	Library
Megan Edgelow	School of Rehabilitation Therapy
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Micheline Waring	QUFA Labour Relations Officer