

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

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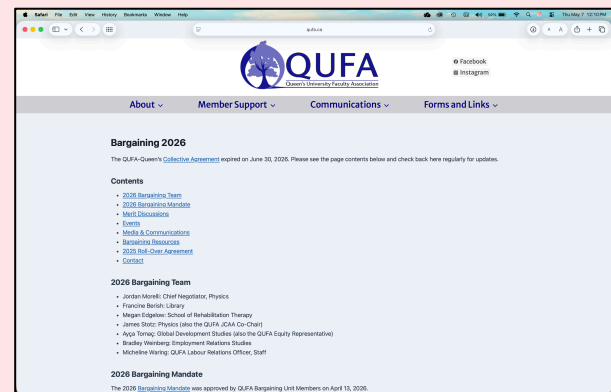
We have completed six days of collective bargaining over the past two weeks, and the tone at the table continues to be best characterized as collegial and collaborative. Queen's and QUFA have now (with a few minor exceptions, such as Appendix S, involving Online Courses) exchanged our initial proposals 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.

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[qufa.ca/bargaining](http://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,<sup>1</sup> 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**

<sup>1</sup><https://sdgs.un.org/goals>

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