



BARGAINING ALERT 5 • 20 July 2026

Joint Filing for Conciliation

As QUFA and the Administration approach an impasse on key issues of importance to QUFA Members, the parties have jointly filed for conciliation

**By Jordan Morelli
Chief Negotiator, QUFA**

After a two-week hiatus, QUFA and the Administration returned to the bargaining table for four days last week. The parties continue to work in a collegial and collaborative manner, and they continue to make slow and steady progress. The week predominantly consisted of the QUFA Bargaining Team's preparation and tabling of counterproposals. QUFA tabled proposals that covered four out of the five QUFA bargaining categories:

- Fairness in the Workplace,
- Workload,
- Job Security and Employment Stability, and
- Information Technology and Privacy.

Neither party has tabled their comprehensive compensation proposals yet, but as mentioned previously, QUFA has tabled proposals to implement the new merit framework that the parties agreed to, in principle. The Administration has replied to our initial proposal. We are preparing our counterproposal and expect to table it later this week.

Not surprisingly, as we continue to make steady progress at the bargaining table, numerous proposals of tremendous importance to QUFA Members remain unresolved, such as protections around AI, increased collegial governance, and improving pathways to permanence for Adjuncts. For these proposals, the parties are approaching an impasse. For this reason, QUFA and the Administration have jointly filed for conciliation, and a conciliator has been appointed. Dates to bargain with the assistance of the conciliator have been scheduled for 29 and 30 July 2026, and again for 18 and 19 August 2026.

We will, of course, continue to negotiate prior to and between these dates. Indeed, we have bargaining dates scheduled every day from this Tuesday through to the end of July. The parties remain optimistic that, with the assistance of the conciliator, we will reach a mutually beneficial renewed Collective Agreement without having to resort to job action. Nevertheless, it is prudent for QUFA's Job Action Committee

Save the Date

Following the first two days of bargaining with the assistance of the conciliator, the QUFA Bargaining Team will hold a Town Hall meeting at the following date, time, and location:

**Friday 31 July 2026
10.00 a.m. - 12.00 noon
via Zoom**

At this meeting, the Bargaining Team will update QUFA Members on our progress and answer any questions you may have. Please watch your Queen's e-mail account for more information and Zoom link in the coming days.

to continue to plan and prepare should job action be necessary. This week, we expect the Administration to table its responses to our latest counterproposals, and to table their comprehensive compensation proposals.

As a few examples of recent progress, we are quickly converging towards agreement on a Workload Standard template document and accompanying instructions, and on raising the assistant professor salary floor to a value that is reflective of recent starting salaries. One area where we are struggling to reach consensus relates to changes required to adapt Appendix L in a manner that appropriately recognizes the changes that have occurred since the Dan School of Drama and Music was created through the merger of the Department of Drama and the School of Music just over a decade ago. This should serve as a cautionary tale that the challenges of program or unit mergers should not be underestimated.

QUFA can be reached at qufa@queensu.ca.

QUFA Bargaining Team

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