



BARGAINING ALERT 6 • 27 July 2026

Proposals and Counterproposals

QUFA and Queen's are moving towards agreement on Workload-related proposals, but other important matters, such as Compensation, remain unresolved

**By Jordan Morelli
Chief Negotiator, QUFA**

Last week, the QUFA Bargaining Team was scheduled to have four full days of bargaining. However, much of that time was used by the University to work on their proposals and counterproposals. To a lesser extent, this time was also used by QUFA's Bargaining Team to work on ours.

On Wednesday, QUFA's Bargaining Team tabled our counterproposal on how to implement the new Merit framework, and the University tabled their counterproposal on Article 37 (Workload), as well as on the creation of a Workload Standard template to assist units in revising and updating their Workload Standards.

The parties are converging towards agreement on these Workload-related proposals, with only a few important issues left to resolve, such as ensuring that the Workload Standard document describes mechanisms for dealing with extraordinary tasks accompanying:

- teaching (including but not limited to responsibilities carried forward from a previous term that may affect the Member's research responsibilities);
- administrative and professional service; and
- responsibilities involving research, scholarly work, and/or creative activity.

On Friday, the QUFA Bargaining Team tabled our Workload-related counterproposal to the counterproposal that the University had tabled on Wednesday.

It is also worth noting that the University still has not tabled their comprehensive Compensation proposals, although they have committed to doing so before the start of the bargaining

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 about bargaining you may have. Please check your Queen's e-mail account for Zoom link.

being facilitated by the conciliator on Wednesday and Thursday. We are scheduled to be at the bargaining table Monday and Tuesday before the start of conciliation, and we will hold a Town Hall meeting on Friday 31 July 2026 starting at 10.00 a.m. via Zoom to update QUFA Members about our progress and to answer questions about bargaining that you may have.

As it stands, all of the proposal packages are on the University's side of the table, and QUFA's Bargaining Team awaits their response to our various proposals and counterproposals.

QUFA can be reached at qufa@queensu.ca.

QUFA Bargaining Team

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