



BARGAINING ALERT 7 • 31 July 2026

(Almost) No Progress at Conciliation

The first two days of bargaining with the Conciliator result in (almost) no progress, so the QUFA Bargaining Team is recommending the Executive hold a strike vote

**By Jordan Morelli
Chief Negotiator, QUFA**

Conciliation got off to a bit of a slow start on Wednesday 29 July 2026 with the morning largely taken up by each party's bargaining team meeting separately with the Conciliator, Paul Pooler. The afternoon began with the parties reaching agreement on the guidelines and examples that will accompany the recently agreed-upon Workload Standard Template, whose use will become mandatory once a renewed Collective Agreement (CA) is reached and is ratified. The parties have also reached an agreement on a dispute-resolution process in the event that the Dean and a unit's Workload Standard Committee are unable to reach an agreement. These are important achievements.

Next, the University presented its counterproposal to QUFA's most recent counterproposals on the "Technology and Privacy" package of proposals, and on the "Fairness in the Workplace" package of proposals. As discussed below, this was considerably less productive. The day ended with a candid discussion on several technical aspects required of the proposed new compensation framework to ensure that the Career Development Increment (CDI) and salary breakpoint lead to equitable outcomes for all QUFA Members regardless of their current salary or career stage.

Technology and Privacy

In the "Technology and Privacy" package, Queen's has rejected nearly all of QUFA's proposals, most of which sought to establish guardrails on the use of AI and other emerging technologies. The only notable exception is their agreement to make the Standing Joint Committee on Technology (SJCT) a permanent standing subcommittee of the JCAA by embedding it in Article 23 of the CA. The agreed-upon Article 23 language would specify the composition of the SJCT. The SJCT was, after all, only created because of an arbitral decision of a grievance that QUFA filed over the University's handling of the rollout and implementation of the Endpoint Protection system. It is an important improvement that we will now have a standing committee that will review the implementation of IT policies

Town Hall Meeting Today!

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.

and the use of Member data. Apart from the SJCT, there was not much movement on the part of the University.

Fairness in the Workplace

In the "Fairness in the Workplace" package, Queen's also rejected nearly all of QUFA's proposals. As a few examples:

- Queen's has again rejected QUFA's proposal to protect QUFA work and restrict the exploitation of Teaching Fellows by establishing an upper limit on the number of times any individual graduate student may be hired to teach, and/or to restrict their teaching to only those areas in which they are uniquely subject-matter experts.
- Similarly, Queen's has repeatedly refused QUFA's proposals to require that search committees or appointment committees for senior administrators to have no fewer than half of their membership comprised of QUFA Members selected by QUFA Members (similar to the situation at Toronto Metropolitan University and York University for such committees).
- They have also rejected again our proposal to require that every unit establish a set of bylaws governing the conduct of their plenary meetings and clearly specifying who is eligible to participate in them.

These QUFA proposals are all aligned with Queen's stated objective of implementing the UN Sustainability Development Goals (SDGs),¹ yet Queen's refuses to adopt these proposals, even though they have almost no financial cost to the University, but would go a long way towards advancing SDGs

8, 10, and 16 (please refer to Bargaining Alert 2²), by reducing inequities and increasing good collegial governance.

One of the few QUFA proposals in the “Fairness in the Workplace” package that the Administration did agree to was to change the reporting line in 12.3.c so that Members advise the Dean rather than the Unit Head of their refusal to work in the case of another union on campus being on strike or locked out.

Recommending a Strike Vote

On Thursday morning, QUFA’s Bargaining Team revised these two proposal packages to pare them down to their most critical elements, and they were tabled before breaking for lunch. QUFA continues to assert its proposals to establish guardrails on the use of AI and other emerging technologies, and collegial governance, among others. We have narrowed our proposals down to the key issues, but the Administration has not been willing to engage on any of them in a meaningful way.

QUFA’s Bargaining Team, therefore, is recommending to the Executive that they hold a strike vote before the resumption of bargaining facilitated by the conciliator on 18-19 August 2026 in order to strengthen our bargaining position and to

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

encourage the Administration to arrive prepared to make meaningful movement at the bargaining table.

QUFA Members are encouraged to attend today’s Town Hall Meeting, where the Bargaining Team will speak to these issues in greater detail and provide you with an opportunity to ask any bargaining-related questions you may have.

Notes

¹<https://sdgs.un.org/goals>

²<https://qufa.ca/bargaining>

QUFA can be reached at qufa@queensu.ca.