



JOB ACTION ALERT 1 • 6 August 2026

Queen's Disregard for QUFA Members

The QUFA Bargaining Team continues to bargain with the Administration, but a strong strike vote will dramatically increase the likelihood of a new Collective Agreement that benefits all QUFA Members

By the Job Action Committee, QUFA

The Bargaining Team and the Executive Committee agree that it's time for QUFA Members to show Queen's senior administration that they want a better deal than is currently on offer. The way to do that is to vote "yes" in the upcoming Strike Vote on 11-14 August 2026.¹

After months of intense negotiations, many of QUFA's key proposals have been flatly refused or completely ignored. We explore the importance of a few of these proposals below and will publish a full list for your consideration tomorrow.

Collegial Governance

For the second time in four years, QUFA is proposing that Members have greater input and access to decisions that impact the academic mission of Queen's University, and for the second time, "no" or no response is the Administration's answer. One important example of this is our proposal to have mandatory faculty input on decanal and other senior administrator searches. Currently, Members of a faculty *may* meet potential decanal candidates, and the Unit Appointments Committee can submit a non-binding recommendation regarding rank and suitability that the Provost can ignore without penalty (Article 40.4). This represents a total disregard for QUFA Members' expertise in respect of the qualities of leadership that would best further their faculty's mission.

By comparison, at Wilfred Laurier University, all senior administrator search committees require Faculty Association Members as follows:

- **President:** 40% of the committee
- **Provost:** 51%
- **Non-Academic VPs:** 35-40%
- **University Librarian:** 51%
- **Deans:** 51% Members, at least one of whom is a Contract Academic (Adjunct)

Further, the Wilfred Laurier collective agreement contains the following clause:

11.2 Collegiality

11.2.1 The University acknowledges the rights and responsibilities of Members to participate in the formulation and/or recommendation of academic policies and procedures within the University through duly constituted collegial bodies and committees. *The involvement and participation of Members in the selection of senior academic administrators is accepted and supported by the University.* (emphasis added)

Why does Wilfred Laurier regard the input of their faculty to these decisions to be a valid exercise of collegiality but Queen's does not? Put another way, why does Queen's University disregard the value of effective academic collegiality?

And, by the way, Wilfred Laurier is not the outlier in valuing faculty input to these important decisions. Queen's is.

Pay Equity and Balanced Workloads

QUFA has also asked for a rebalancing of Term Adjunct stipends, and easier pathways to permanence for Adjuncts in order to relieve tenured and tenure-track faculty service burdens. Queen's isn't interested.

The current base stipend to teach a 3-credit course is \$9,334; after 12 years of experience, this rises to \$11,159. Using the typical teaching load (4 courses) and distribution of duties (40% teaching, 40% research, 20% service), each half course represents 10% of a full salary. As a full-time, full-responsibility faculty member, would you do your job for \$93,000 to start, or \$111,000 after more than a decade of service, and with no access to pension and benefits? Term Adjuncts generally have the same qualifications as their tenured counterparts. Why is their labour devalued and disrespected at Queen's?

As we know, this wage imbalance makes replacing full-responsibility Members with Term Adjuncts very appealing during times of budgetary restriction. The books may balance, but the workload that remains for a shrinking pool of full-responsibility Members becomes ever more burdensome. If long-serving Adjuncts can more easily convert to continuing or regular appointments, they can share that service burden. Yet, Queen's moves in the other direction by gaming the

University or Bargaining Unit	Term of CA	2025-2026	2026-2027	2027-2028	2028-2029	Comment
Brock Faculty	July 2026-June 2029	-	3.00%	2.00%	2.00%	no job action
Laurentian Faculty	July 2025-June 2028	4.25%	4.25%	4.25%	-	3-week strike
NOSM Faculty	July 2026-June 2029	-	3.00%	2.75%	2.75%	no job action
Toronto Faculty	June 2026-July 2027	-	3.00%	-	-	arbitration award
UOIT Faculty	July 2025-June 2029	7.00%	2.00%	2.00%	2.00%	no job action
Nipissing Contract Faculty	May 2025-Apr. 2028	3.00%	2.50%	2.50%	-	no job action
Laurier Contract Faculty	Sept. 2025-Aug. 2028	3.00%	3.00%	3.00%	-	no job action
Queen's All Faculty	July 2026-June 2029	[2.25%] Current CA	1.00% Proposed	1.00% Proposed	1.25% Proposed	-

existing pathway to permanence and refusing to countenance any easing of it.

While we have tried to bargain improvements for Adjuncts at every round, Queen's usually "buys us off" with decent salary increases, counting on the fact that regular Members will not stand firm for their Adjunct counterparts as long as the money is good. We need to resist this divisive strategy and insist on real improvements for all in this contract, for everyone's sake.

Control Over Changes to Core Functions

QUFA has proposed that Librarian and Archivist Members may revise core functions from time to time in accordance with practices within the profession, and that the complete scope of their functions and the extent to which these functions can be automated or contracted out will be defined by Librarians and Archivists themselves. This wording is designed to give our Members control over their jobs in the context of rapidly emerging technologies such as Artificial Intelligence. The QUFA proposal is eminently sensible and respectful of Member professionalism, but Queen's has flatly rejected it.

Compensation

If you were hoping to hear about this year's "decent" pay-off, you will be sadly disappointed to know that the current proposal for across-the-board (ATB) increases is 1%, 1%, and 1.25% over three years. With inflation running at a minimum of 2% and set to be much higher based on higher fuel costs,

this is a net reduction in base salary over the life of the contract. For the sake of comparison, we asked the Ontario Confederation of University Faculty Associations (OCUFA) to prepare a chart of recent wage settlements in our sector (please see above).

Clearly, the current wage offer is insulting. It's as if Queen's expects its faculty, librarians, and archivists to agree to wage moderation (recall Bill 124) absent any legislated obligation.

Conclusion

A strike vote is a normal part of the sequence of bargaining when the parties can't find common ground. A strong one strengthens your Bargaining Team's position and increases the likelihood of a good settlement for all Members.

The QUFA Bargaining Team will continue to operate in good faith and is prepared to negotiate a good settlement, acknowledging that we won't be successful in all areas. However, Queen's must stop demonstrating its disregard and disrespect for QUFA Members, and stop divisive bargaining practices. A strong strike vote next week will demonstrate your commitment to making this happen.

Notes

¹<https://qufa.ca/strike-vote/>

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