



JOB ACTION ALERT 2 • 7 August 2026

Queen's Administration Needs to Respond and Engage

Bargaining involves negotiation, but Queen's Administration refuses to engage and problem-solve towards achieving a strong Collective Agreement for all QUFA Members

By the Job Action Committee, QUFA

Below is a full list of QUFA proposals coded for whether they are in Active Discussion (Active Discussion), have been agreed to (Yes), rejected (No), withdrawn by QUFA (Withdrawn) or the QUFA Bargaining Team is still waiting for a first response, three months into the process (No Response). Most of these proposals, taken on their own, are not a "make or break" proposition. But the volume of work, creativity, and energy they represent merits more than flat rejection or failure to engage with the problem QUFA is trying to solve.

Bargaining involves negotiating, which requires active engagement with each party's concerns—even when they are not evidently shared. It is only by preserving curiosity and persevering that compromise, if possible, can be reached. We need a strong Strike Vote to encourage Queen's senior administration to authorize deeper engagement and problem-solving so that we can find creative solutions to the problems QUFA Members asked the Bargaining Team to work on for this round.

Please see QUFA's Strike Vote Web site¹ for more information, and plan to attend one of the three information sessions if you have questions or concerns.

Note

¹<https://qufa.ca/strike-vote/>

QUFA can be reached at qufa@queensu.ca. The Chair of the Job Action Committee is Amanda Ross-White. She can be reached at amanda.ross-white@queensu.ca.

QUFA Proposals	Queen's Response
Technology and Privacy (focused on Article 23 but with language throughout the agreement)	
Article 23 to be renamed "Privacy and Workplace Technology."	No Withdrawn
Any centrally administered workplace technology that passively collects detailed electronic data and metadata shall be treated as surveillance.	No
Surveillance devices that may identify Members, such as voice and facial recognition, is considered active surveillance and will not be employed by Queen's or third parties on University-owned properties unless the circumstances of Article 23.2.2 are met.	No
The use of Artificial Intelligence (AI) to analyze live or passive surveillance data that could identify Members shall be considered active surveillance.	No Withdrawn
To define time limits when Queen's shall notify Members and/or QUFA of active surveillance of Members.	No
Automated processes shall not be permitted to summarize, evaluate, or rank materials for RTP/RCAP processes, discipline, grievance, or financial exigency procedures, processing of appointment files with respect to equity, processing of teaching evaluations, performance reviews, and the calculation of merit or for processing Member applications for academic leave.	No
A Member's teaching, research, and service is their intellectual property (IP) and cannot be used by Queen's or third parties as training data for automated systems, unless they have written consent of the Member.	No Withdrawn
Members may refuse a request from the University or students to record or electronically capture lectures or course materials, with appropriate provisions for handling student accommodations obligations.	No
A Member's Official File must never be disclosed to an automated system that cannot guarantee confidentiality or for training purposes.	No Withdrawn

Queen's shall not share, trade, or sell a Member's data, including disaggregated data, with any third-party, unless the Member provides written consent.	No Withdrawn
A Member's personal and professional data shall be stored on Canadian servers and subject to Canadian data protection and privacy laws.	No Withdrawn*
Any third-party contracts providing digital technology or data-related services shall conform to the Collective Agreement (CA).	No Withdrawn
If the Provost authorizes access to material that is subject to additional privacy and confidentiality requirements, and before the material is accessed, Queen's shall notify the Member's secondary e-mail if access to their work e-mail may be restricted, there shall be multi-administrator approval when accessing accounts and devices, the timeframe shall be limited to 48 hours, and a detailed log shall be provided to the Member and QUFA of the files accessed and the changes made.	No Withdrawn
A definition of technological change and for Queen's to provide QUFA with four months' notice in advance of any proposed technological change so that the parties can meet to agree to solutions in advance. If the parties are unable to come to agreement, the matter shall be referred to arbitration.	No Withdrawn
QUFA is seeking the terms of the Standing Joint Committee on Technology (SJCT) shall be included in the body of the CA instead of in a Letter of Agreement (LOA)	Yes
Academic Freedom to include explicitly the use of technology.	No Withdrawn
Intellectual property created by Members with AI shall be the IP of the Member.	No Withdrawn
The addition of a clause that a harassment-free campus includes a working and learning environment free from discriminatory technology (Article 21).	No Withdrawn
Librarian and Archivist Members may revise core functions from time to time in accordance with practices within the profession. The complete scope of any of the functions listed in Article 35, and the extent to which they may be automated or carried out by others, shall be defined by professional librarians and archivists. (Article 35).	No
Job Security (Articles 25, 30, 31, 32 and 35)	
The inclusion of teaching-focused positions that would be capped at 60% teaching to a maximum of 3.0 teaching load (Article 25).	No
Spousal appointments: Spouses who have a minimum of three years working as a Term Adjunct or in a Limited-Term appointment shall be eligible to apply for a Spousal Appointment, which would be a teaching-focused position (per above) or a Continuing track position. These applications would be assessed by the Unit Appointments Committees. Up to five appointments annually would be supported centrally, not by the Unit (Article 25).	No
Clarifications around language concerning "special appointments" (Article 25).	No
Timelines of notification to QUFA with respect to "special appointments" (Article 25).	No
Rank of professor: the use of the word "excellent" instead of "exceptional" (Article 25, 30).	No
The addition of the Library ranks with the Appointments article (Article 25).	Yes
In non-departmentalized faculties, Appointments Committees to be chaired by QUFA Members, not by the Dean (Article 25).	No
Language for Faculty or University Appointments Committees in cases when broad searches are required for positions, such as nationally funded chairs (Article 25).	No
Tightening up the circumstances under which appointments can be made for an emergency or in exceptional circumstances (Article 25).	No
The need for the University Librarian (UL) to consult the Library Appointments Committee regarding posting positions internally, or both internally and externally. (Article 25).	No
Non-Unit Programs: Members in a Non-Unit Program shall have a Member from the Non-Unit Program on their RTP or modified appointments committee, colleagues from the Non-Unit programs shall be able to write colleague letters, and the Director shall form a joint recommendation with the Unit Head (Article 25, 30, 31, 32).	Yes
Deletion of QSSETs: Queen's counter-proposed a committee to create an alternative measure (Article 29).	No
Addition of "high quality" to service within the tenure and continuing criteria (Article 30, 31).	Yes
The addition of service as a type of work that can qualify as extraordinary contributions per Article 30.6.9 (Article 30).	No

To add language “or portions thereof” in reference to courses taught by Adjuncts to eliminate the need for Members to teach three 0.5 courses at 100% responsibility in order to obtain Specific Right of Reappointment (SRoR) (Article 32).	No
Change the calculation of General Right of Reappointment (GRoR) and Continuing eligibility conversion to use individual credit units instead of a 0.5 course measure. Individual credits would also be used in the calculation of the teaching load equivalency (TLE) for GRoR. For clarity, a 0.5 course would equal three credits. This would allow both non-standard credit weights and co-teaching to be more easily accounted for (Article 32).	No Withdrawn
Clarification about GRoR language in Articles 32.3.7 and 32.3.8, both with respect to the GRoR appointment and bumping rights within GRoR (Article 32).	No
The right for Adjuncts to be able to use Article 30.6.11 when applying for promotion (Article 32).	No
Continuing Adjuncts promoted to Associate shall be eligible for a Tenured Teaching-Focused position. (Article 32) Queen’s counter-proposed that an Associate professor with a 1.0 FTE and an active research program could convert to a tenured position with a teaching focus. The University had proposed that acceptance of this counter would require removing the path for Adjuncts who achieve promotion to full Professor to convert to a full-range Tenured position; however, they have since withdrawn this condition.	Active Discussion
Deletion of the word “degree” in degree-credit throughout the Collective Agreement	No
Workload (Article 37)	
Approval of a Workload Standard template and accompanying Guidelines and Examples document that will become a requirement for Units to use when drafting a Unit Workload Standard.	Yes
A 2.0 cap on teaching loads across campus.	No
The removal of 37.1.5 a) as a requirement for a Workload Standards, which reads, “The range of responsibility for tenure, promotion and merit.”	No Withdrawn
Clarification of the language in 37.1.5 d) with respect to research language in a Workload Standard. “Extent of commitment” refers to the proportion of time a Member has to commit to their research. The Workload Standard can list types of research, but it cannot quantify research for the use of assessments of RTP/RCAP or for annual reviews.	Yes**
A standardized mechanism for additional work owing to student accommodations that may impact research responsibilities in a subsequent term.	Yes**
If the Dean and Committee cannot agree on a ratified standard, then it would be referred to interest arbitration. Queen’s countered with an internal impasse-resolution panel.	Yes
Separating teaching and service workload assignment timelines.	Yes
Aligning workload assignment with academic year.	No Withdrawn
If a course is cancelled within two weeks, the teaching load can be adjusted in the future. It cannot be adjusted if it is cancelled after the first two weeks. After several rounds of counter-proposals, agreement was reached that if the course is cancelled after the first two weeks, the Unit Head and the Member shall reach agreement on the appropriate adjustment of teaching duties.	Yes
QUFA to be advised one month in advance of the implementation of any accepted proposals for significant changes to the system of timetabling that arise from the University Timetable Committee.	Yes
Standardize Teaching Fellow language in Article 37 to mimic Article 32.	No
An LOA stating a joint understanding with respect to the hiring of Teaching Fellows.	No
If a Member receives a full teaching buy-out, it shall be reported to QUFA.	No Withdrawn
Library Members to elect four of six members of their Workload Committee (current language is three by the Members and three by the UL).	Yes
Language clarifying the role of the Joint Committee to Administer the Agreement (JCAA) Workload Subcommittee.	Yes
If the Workload Standard Subcommittee cannot agree on joint recommendations to provide to the Unit committee, then it will be referred to interest arbitration.	No Withdrawn
If the Unit fails to ratify a standard two times, <i>and</i> their there is no cognate Unit, then the parties will decide jointly which Workload Standard will be imposed on the Unit.	No Withdrawn
Revision to Appendix L to allow the Dan School of Music and Drama to operate while upholding Term Adjunct Member rights.	Active Discussion
Fairness in the Workplace (Includes Articles 2, 6, 7, 8, 9, 12, 13, 19, 20, 22, 24, 33, 36, 38, 40, Appendix C, LOA 1)	

Updated or new definitions, including “Emergency,” “Exceptional Circumstances,” “External Funding,” “Normal Teaching Day,” “Percentage of Responsibility,” and “Teaching Fellow” (Article 2).	No Withdrawn
Seeking additional information for QUFA staff, including monthly Term Adjunct reports, copies of Term Adjunct Appointment letters, and course lists of all Members (except Term Adjuncts) (Article 6).	No Withdrawn
A clarification of release time to equal 16 weeks for Librarians (Article 7).	Yes
An extension of release time deadlines from 15 May to 15 June to assist QUFA staff (Article 7).	No Withdrawn
Increased QUFA governance on committees, including a limitation on closed sessions by the Board; increased QUFA representation on search committees for senior administrator roles; increased QUFA representation on Senate standing committees; requiring Units, Faculties, or Schools to have bylaws with respect to plenary meetings (Article 7).	No
The addition of the word “transparently” to management rights: “This right shall be exercised <i>transparently</i> in a fair and equitable manner...” (Article 8).	No Withdrawn
The inclusion of “course delivery” within the duty to accommodate (Article 9).	No Withdrawn
In the event of strike or lock-out by another union, the Member shall advise the Dean, not the Unit Head, for declining to cross the picket line (Article 12).	Yes
Proposal to remove language restricting the JCAA to discuss issues that are also in a grievance process (Article 13).	Yes
Clarification of grievance procedures to align with current practice (Article 19).	Yes
Reduction of grievance timelines in the event QUFA is alleging that Queen’s has failed to provide workplace accommodations to Members (Article 19).	No Withdrawn
Providing Members with substantive information when they are advised they are under investigation, and allowing Members to explicitly review the written or recorded notes of the investigator (Article 20).	No
To expand health and safety at Queen’s to include sanitary conditions (Article 22).	No Withdrawn
The inclusion of continuing appointments (Library) and reappointment and conversion (Adjuncts) with respect to equity considerations (Article 24).	Yes
An expansion to include continuing appointments (Library) and Continuing Adjuncts to be equity representatives on Appointments and personnel committees (Article 24).	Yes
Employee Wellness to request medical certificates for sick leave instead of Faculty Relations (Article 33).	Yes
Period of Adjusted Duties: seeking parity for Continuing Adjuncts and Librarians (Article 33).	No
Extension of Term Adjunct e-mail to 20 months after the end of the contract (Article 36).	No Withdrawn
Inclusion of “human-resources documents” as services provided for Term Adjuncts (Article 36).	No Withdrawn
Give QUFA the right to trigger financial exigency (Article 38).	No Withdrawn
All Members to have the right to forward their recommendations to the Provost after meeting Academic Administrator candidates. This was denied. QUFA countered that Members can send recommendations to the Appointments Committee. This was also denied. Reached agreement on Members having the opportunity to send their comments to the Appointment Committee (Article 40).	Yes
Each search committee for Academic Administrators shall include the QUFA President and no fewer than half of the members of the committee to be appointed by QUFA (Article 40).	No
Review and expansion of the list of arbitrators (Appendix C).	Yes
Extension of Conflict Resolution LOA 1: agreement in principle.	Yes
Compensation and Merit	
To provide feedback to all Members as part of their continuous professional development (Article 28).	Yes
The addition of self-nomination for merit on Annual Reports (Article 28).	Yes
Continuing Adjuncts shall not be formally assessed on unassigned duties for the purposes of the career development increment (not merit) (Article 28).	Yes
The annual review shall assess whether the Member’s performance “meets” or “does not meet” expectations in each of teaching, research, and service for Faculty Members, and professional practice, research, and service for Librarians and Archivists (Article 28).	Yes

If a Member doesn't meet expectations, they shall receive written feedback, support, and mentorship from the Heads and/or Deans, with a minimum of two meetings in the following Academic Year (Article 28).	Active Discussion
The inclusion of an Assistant Professor floor that is more in line with actual starting salaries in the past five years (Article 42).	Yes
The deletion of Floor F (Article 42).	Yes
Deleting junior increments and senior abatements. The parties have agreed that a single salary breakpoint will be required, but have not agreed on the value of the breakpoint salary (Article 42).	Active Discussion
If a Member meets expectations, the Member will receive a career development increment (CDI). If a Member doesn't meet expectations, they will receive a half step. Discussions are ongoing for the CDI values (for salaries below and above the breakpoint). The University wants the CDI to be zero for Members if they are assessed as doesn't meet expectations.	Active Discussion
Successful promotion for both Faculty (except Term Adjuncts) and Librarians will receive a percentage increase.	Active Discussion
Meritorious performance will be defined by transparent and collegially determined criteria in any of teaching, research, and service. This can be awarded in a smaller percentage increase to base salary, or for sustained excellence at Queen's (every five years) as a one-time cash payment.	Yes
The transparent criteria used to determine meritorious performance shall be collegially determined by a central committee with equal representation by the parties. The committee shall review the criteria annually. There will be separate criteria for each area of teaching, research, and service. Nominations may be made for any area of responsibility, even if an area is not included in the appointment letter.	Active Discussion
Nomination can be made by self, peer, Unit Head, or Dean.	Yes
Nominations shall be sent to a central University Merit Award Committee, which shall have equal representation by the parties. Recommendations shall be based on the confirmation that the nominated Member has met the transparent criteria.	Yes
Raised a discussion about the inadequacy of the QUFA house.	No Response
Increased release time units for QUFA officers.	No Response
Increase overall Adjunct Fund pot to \$430,000 and doubling the awards to \$5,000 and \$10,000. Individual award amounts haven't increased in decades.	No Response
To create a research fund for librarians.	No Response
Increase Professional Expense Reimbursement (PER) to \$3,000 for Members (excluding Term Adjuncts) and \$428 per half course for Term Adjuncts to assist with the purchase of a mobile phone owing to Endpoint requirements.	No Response
Seeking clarification that PER funds will be topped up 1 May (fiscal year) for Members (excluding Term Adjuncts) and at the start of the third week of the term for Term Adjuncts. The University is insisting PER funds will be topped up 1 July for Members (excluding Term Adjuncts) but has not responded regarding Term Adjuncts.	No Response
Tuition support and childcare benefit: increase the allowable amount for day camps (currently \$5 per day), deletion of proration for tuition support for Continuing Adjuncts, allowing both spouses to make a claim, clarifying language with respect to funds flowing back and forth between the two funds as required.	No Response
Increase base stipends to ensure equal pay for equal work for Term Adjuncts.	No
Improve course-cancellation language for Term Adjuncts and add late course offering language.	No
The addition of a Health Care Spending Account (HSCA) in the amount of \$1,000 per Member.	No

*Proposal withdrawn, matter to be discussed or considered by the Standing Joint Committee on Technology (SJCT) instead.

**The parties have agreed that the Workload Standard template should require Units to articulate a method for dealing with such situations.