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PRESIDENT'S VOICE

A New Year and a New CA!

QUFA begins the new academic year having ratified a new Collective Agreement, setting the stage for a new phase of strategic planning for the future

By Karen Rudie
President, QUFA

Welcome to the 2026-2027 academic year! I'm in my second year of a two-year term as President of QUFA. I'm a Professor in Electrical and Computer Engineering, a Member of Ingenuity Labs Research Institute, and a cross-appointee to the School of Computing.

For those of you new to Queen's or to a Faculty, Librarian, or Archivist position, I'll provide a short overview of what QUFA is, of what we can do—and indirectly what we cannot do. The role of QUFA is to uphold and protect the rights and responsibilities of our Members as enshrined in the Collective Agreement (CA).¹ The CA is a legal document that captures aspects of our working conditions that the Queen's Administration is required to follow (such as procedures around tenure and promotion, academic leave policies, and workplace safety). While the CA is in effect, there will sometimes be

QUFA IMAGES

Welcome Back BBQ



Micheline Waring

A warm thanks to the many QUFA Members who attended this year's annual Welcome Back BBQ, which was held at Breakwater Park near QUFA HQ! Left to right: QUFA Past President Cella Olmstead, Lynne Hanson, QUFA President Karen Rudie, and Gema Olivo.

disagreements between QUFA Members (which include Department Heads and Unit Heads) and members of Administration (such as Deans or Associate Deans) around the meaning, interpretation, or consequences of some article in the CA. When we believe the Administration's interpretation is incorrect, QUFA's role is to advocate for our Members' rights by challenging the Administration. We do this informally at first through meetings and/or letters, but if a disagreement continues, we sometimes proceed to Grievance—which is a formal process that invokes legal steps to resolve disputes between parties.

Two committees that help us in supporting Member rights are the Joint Committee on the Administration of the Agreement (JCAA) and the Grievance Committee. The JCAA has QUFA Members and members of Administration who work together to try and resolve interpretations of the CA, or to come to a joint understanding for matters that weren't anticipated by the CA, but are significant enough or affect multiple Members and need to be addressed before the next CA comes into effect. When issues cannot be resolved at JCAA or when they involve individual QUFA Members, QUFA may

file a Grievance. We are lucky at QUFA to have a Grievance Officer who is also our in-house Counsel, Karen Sisson (please read her excellent Grievance Corner in this and other issues of *QUFA Voices*). The Grievance Committee provides input and advice to the Grievance Officer on grievances and on emerging issues that have the potential to lead to grievance.

QUFA is constrained to act within the CA, but unlike other workplaces where there is a union, the University setting is special in two ways: we have collegial governance and we have academic freedom. The former means that while QUFA gives you the power of the collective, you retain the right as an individual professor, librarian, or archivist to exercise your voice in academic decision-making. This means you can participate in department meetings, faculty boards, and Senate—where much of the key decision-making happens. Not only *can* you participate, in the strongest possible terms, I *urge* you to participate. QUFA doesn't create curricula, we don't even create the workload standard (i.e., the departmental document that prescribes what is considered a standard workload in your department), and we don't decide how many seminar speakers your department should have or who they should be. *You do!* We protect your working conditions—only insofar as the CA prescribes—but the rest of your experience as a faculty member, librarian, or archivist is determined by you working within the boundaries

QUFA PEOPLE

QUFA Executive Committee 2026-2027

Here is your QUFA Executive Committee for the coming academic year

Karen Rudie	President
Melissa Houghtaling	Vice President
Mary C. (Cella) Olmstead	Past President
Valerie Bartlett	Treasurer
Chantal Brunette	Secretary
Margaret Pappano	Council Chair
Sailaja Krishnamurti	Grievance Chair
James Stotz	JCAA Co-Chair
Vanessa Thompson	PACC Chair
Gillian Akenson	Library and Archives Representative
Debra Haak	Term Adjunct Representative
Jim Hamilton	Continuing Adjunct Representative
Diane Beauchemin	Equity Representative
Lorena Jessop	Health and Safety Representative
Michael White	Member at Large
Michael Greenspan	Member at Large

QUFA sincerely thanks these QUFA Members for serving on the QUFA Executive Committee this academic year.

and structures determined by the University administration.

We have just ratified a new CA. There will be a period of additional work on implementing some of the gains that come with it. For some time, QUFA has been operating in crisis mode: a pandemic, followed by imposed austerity measures, then a rollover Agreement, and finally bargaining for our current CA. Once we have settled into our new contract, the next phase of our work as a union is to move out of crisis mode to strategic planning. At the CAUT Presidents Forum I attended this year, we had a session on creating strategic plans to lead with intention.

We need to examine our mission and values, and determine our priorities, both in terms of short-term projects and long-term goals. This work will serve us well in preparing to bargain in 2029 and in guiding where our staff and volunteer energy is dedicated.

I wish you all an enjoyable 2026-2027 academic year.

Note

¹<https://www.qufa.ca/collective-agreement/>

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QUFA Voices publishes QUFA-related news and information for QUFA Members and provides QUFA Members with a forum to express their QUFA-related ideas and opinions. We want to hear from you! Please send your QUFA-related story ideas, news items, opinion pieces, letters to the editor, photographs, and other submissions to the editor.

QUFA Voices is edited by Robert G. May. He can be reached at mayr@queensu.ca.

FYI

National Day for Truth and Reconciliation

Wednesday 30 September 2026 is National Day for Truth and Reconciliation, an important day to honour and remember residential-school survivors

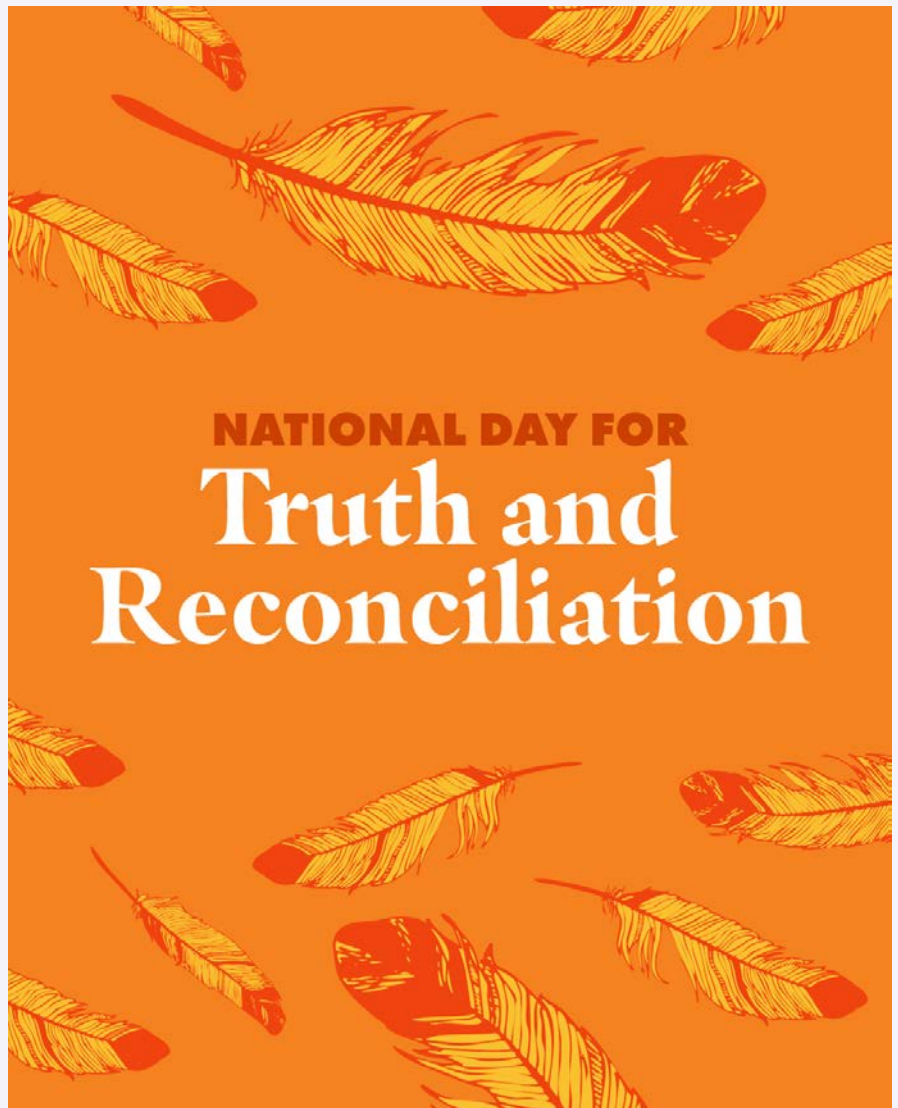
By Robin Whitaker
President, National Union of CAUT

Wednesday 30 September 2026 is the National Day for Truth and Reconciliation, a day to honour residential-school survivors, to remember the children who never returned home, and to support families and community members harmed by the legacy of the residential-school system.

Truth and reconciliation are a shared responsibility, and the ninety-four Calls to Action formulated by the Truth and Reconciliation Commission (TRC)¹ provide a clear pathway to acting on these. Unions and workers have our own steps to take towards reconciliation with Indigenous peoples. We must continue to advocate and advance justice for Indigenous Peoples within our unions, workplaces, communities, and across the broader labour movement.

To this end, the Canadian Labour Congress (CLC) has released a statement (please see p. 4) and developed a Guide² highlighting three of the TRC's ninety-four Calls to Action unions can take up, along with one solidarity action workers can take to support their implementation. The new Guide is housed in the CLC's Indigenous Rights and Justice Resource Centre,³ where you can also find additional resources on how to advance Indigenous justice through collective action in our workplaces and unions, and how to take action as individuals in our communities:

Please share these resources widely with your contacts and colleagues.



National Union of CAUT

National Day for Truth and Reconciliation began in 2021. This federal statutory holiday provides Canadians with an opportunity to honour and remember residential-school survivors, and to reflect on the ongoing process of Truth and Reconciliation with Indigenous peoples. All classes at Queen's are suspended on Wednesday 30 September 2026 in recognition of this important day. Members of the Queen's community can mark the day by participating in an event on campus. Find out more on the Office of Indigenous Initiatives Web site: <https://www.queensu.ca/indigenous/truth-and-reconciliation/2026-events-and-initiatives>

Together, let's ensure we're taking action on the important process of Truth and Reconciliation not just on 30 September, but every day!

Notes

¹<https://nctr.ca/about/truth-and-reconciliation-commission-of-canada-calls-to-action/>

²<https://documents.clcctc.ca/human-rights-and-equality/Indigenous/CallToAction-Guide-2026-09-30-EN.pdf>

³<https://canadianlabour.ca/indigenous-rights-and-justice-resource-centre/>

Robin Whitaker can be reached at general@nucaut.ca.

CLC STATEMENT

Honouring Truth Means Acting on Reconciliation

All workers have an important role to play in advancing Truth and Reconciliation in our workplaces and unions

By the Canadian Labour Congress

The National Day for Truth and Reconciliation is a reminder of our ongoing and collective responsibility to recognize and confront the legacy of the residential-school system, and other unjust colonial systems and policies affecting the lives of Indigenous Peoples in Canada today.

This year marks eleven years since the Truth and Reconciliation Commission released its final report and ninety-four Calls to Action.¹ While some progress has been made, as of 1 August 2026, roughly forty-one percent have not been started, and fifteen percent have stalled. One of those stalled is the full implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as the framework for reconciliation.

UNDRIP applies to all levels of government, and in 2023, the federal government released its UNDRIP Action Plan, which includes 181 measures to achieve the declaration's objectives.² Since then, progress has stalled considerably, and the federal government's own 2025 progress report highlighted that significant improvement is needed. As noted by National Chief Cindy Woodhouse Nepinak of the Assembly of First Nations, the federal government's progress report "still reveals an ongoing lack of meaningful measures to ensure Canada's policies, legislation, consultation processes, and mandates are aligned with the spirit and intent of the Declaration."

National Chief Woodhouse Nepinak called the report a call to action in itself. "The concerns of Indigenous communities must be heard, and governments must ensure they are fulfilling their obligations under UNDRIP and living up to their own promises of reconciliation," said Lily Chang, Secretary-Treasurer of the Canadian Labour Congress.

This June, the Standing Senate Committee on Indigenous Peoples tabled its final report on the implementation of the United Nations Declaration on the Rights of Indigenous Peoples Act, passed in 2021.³ The report includes nine recommendations to align federal laws with UNDRIP. In addition to urging the government to accelerate progress towards completing all the Calls to Action for which it is responsible, Canada's unions call on the federal government to implement the recommendations of the Standing Committee.

Workers and unions also have an important role to play in advancing the Calls to Action and reconciliation in our workplaces and unions. We must keep working to dismantle systemic racism and discrimination, and to tackle inequitable access to employment opportunities faced by Indigenous workers. We must continue to educate ourselves and members about the history and current impacts on Indigenous peoples of colonial systems and policies; we must actively create spaces for understanding, knowledge-sharing, and dialogue; and we must build opportunities to take individual and collective action.

Notes

¹https://nctr.ca/wp-content/uploads/2021/01/Calls_to_Action_English2.pdf

²<https://www.justice.gc.ca/eng/declaration/ap-pa/index.html>

ANNOUNCEMENT Annual Reports

Annual Reports are normally due on 2 October per Article 28 of the Collective Agreement (CA), but there has been a one-time deadline extension this year to

Friday 30 October 2026

The Annual Reports cover the 2025-2026 academic year (1 July 2025 to 30 June 2026). Please note the different processes for Full-Time Faculty and Term Adjuncts.

Term Adjuncts must fill out Appendix F in the CA. These reviews are important not only as an annual review, but they are requirements for General Right of Reappointment (GRoR) and Continuing Adjunct conversion applications. See Article 32 of the CA for details.

The 2025-2026 Annual Report covers teaching, service, and research work during the following terms:

- **Summer Term 2025** (July-Aug. 2025);
- **Fall Term 2025** (Sept.-Dec. 2025);
- **Winter Term 2026** (Jan.-Apr. 2026); and
- **Spring Term 2026** (May-June 2026).

For questions about Annual Reports, please contact QUFA Member Services Officer Doug Nesbitt (d.nesbitt@queensu.ca).

³https://sencanada.ca/content/sen/committee/451/APPA/Reports/APPA_UNDRIPA_Report_Final_e.pdf

The Canadian Labour Congress can be reached at clcmail@clcctc.ca.

EDITOR'S VOICE

QUFA Voices Is for You!

Submit your ideas, opinions, or letters to your monthly faculty association newsletter

By Robert G. May
Editor, QUFA Voices

Because this is the first issue of *QUFA Voices* for the new academic year, I would like to offer a warm welcome to QUFA Members both new and returning. I hope you're all looking forward to another great year!

I would also like to let you know that *QUFA Voices* is your official faculty association newsletter. *QUFA Voices* is so named because an important part of its mandate is to provide a forum for QUFA Members to express their opinions, to share their views, and to let their voices be heard.

If you have an idea for a story or profile, if you have an opinion you wish to express, or if you have an announcement you think will be of interest to other QUFA Members, please send it to me. *QUFA Voices* appears once a month during the academic year.

I would also like to invite you to print out and post a copy of *QUFA Voices* in a visible place in your unit. This will enable us to reach even more Members than the e-version alone.

If you have missed an issue of *QUFA Voices*, you can always find back issues of the newsletter on the QUFA Web site.

www.qufa.ca/voices

I invite you to go back and see what we've been up to for the past few years. I look forward to hearing from you!

Welcome, New Members!

If you are a recent hire at Queen's, you can fill out an Association Membership form here:

www.qufa.ca/membership-form

To learn more about being a Member of the union Bargaining Unit and a Member of the Association, go here:

www.qufa.ca/about/#bar

Robert G. May can be reached at mayr@queensu.ca.

ANNOUNCEMENT

Join the UPP Divestment Committee!

At the Fall General Meeting on 18 December 2025, the Membership passed a motion recommending the formation of an ad hoc committee to advocate for divestment of UPP investments from entities producing weapons that support violations of human rights.

Please see the May 2026 issue of *QUFA Voices* for terms of reference and more information:

qufa.ca/voices

If you are interested in joining this committee, please send a statement of interest noting your relevant expertise and/or background to QUFA Executive Director Leslie Jermyn (qufaed@queensu.ca) and to QUFA Vice President Melissa Houghtaling (m.houghtaling@queensu.ca).

Other QUFA Committees

Participate in the important work of your faculty association by joining a committee that matches your interests or expertise!

For a full list of QUFA committees, please visit the People page of the QUFA Web site:

<https://qufa.ca/people/#sta>

GET INVOLVED

Join a QUFA Caucus!

The Caregivers Caucus connects Members involved in care responsibilities to share concerns and resources. Contact QUFA-PACC Chair Vanessa Thompson (vt25@queensu.ca) for more information.

The BIPOC Caucus advocates for workplace equity for Members who are Black, Indigenous, racialized, and/or visible minorities. Contact Co-Chairs Ayca Tomac (ayca.tomac@queensu.ca) or Norma Möllers (norma.mollers@queensu.ca) for more information:.

The New Faculty Caucus connects recently appointed faculty to share experiences and concerns. Contact QUFA PACC-Chair Vanessa Thompson (vt25@queensu.ca) for more information.

GRIEVANCE CORNER

An Update on Current Disputes

QUFA has filed three additional association grievances since the last update in May 2026

By Karen Sisson
Grievance Officer, QUFA

Greetings and warmest wishes to all QUFA Members embarking on a new academic year at Queen's! Hopefully, the summer months provided ample opportunities for rest, reflection, and preparation towards delivering the excellent teaching, research, and service QUFA Members are known to provide.

The summer months were quite busy for QUFA. While there was a primary focus on bargaining and planning for various scenarios that could arise while bargaining, other important work also continued, including receipt of many enquiries from Members regarding terms and conditions of work, and QUFA's continued defense of rights and procedures enshrined in the Collective Agreement (CA).

Since the last edition of *QUFA Voices* this past May,¹ QUFA has filed three additional association grievances. Those grievances claim that the Administration is in breach of the CA and related statutes by:

- failing to uphold commitments to engage in meaningful consultation and information sharing as promised in the QUFA and Queen's rollover agreement;
- withholding Specific Right of Reappointment (SRoR) entitlements when Term Adjunct Members have required parental leave during a "five consecutive academic years" qualifying period; and,
- interfering with the integrity of the QUFA bargaining unit and undermining QUFA's role as the

exclusive bargaining agent via assigning work falling within the scope of the CA outside of the bargaining unit.

An association grievance referred to Step 2 of the grievance procedures during the 2025-2026 academic year also remains outstanding. The 2025-2026 association grievance claims that the Administration contravened the CA and the Human Rights Code by adopting a unilateral rule related to workplace accommodation methods. The parties are continuing to explore opportunities for cooperative resolution ahead of dates scheduled with the arbitrator in the new year. In addition to the association grievances, there are currently five member grievances seeking individualized remedies for direct harm(s) resulting from the contravention of CA rights and protections.

QUFA provides notice to the Membership that an association grievance has been filed via announcements in *QUFA Digest*. Any Member with questions about disputes raised in an association grievance, or any Member who is concerned that they have experienced a breach of their CA rights is encouraged to reach out to me directly for further consultation.

QUFA's grievance policies and procedures can be accessed on Grievances page of the QUFA Web site.² Members interested in learning more about grievance procedures should also review Article 19 of the CA. If you have any questions or concerns respecting grievance processes, please contact me directly and request a consultation call.

Notes

¹<https://www.qufa.ca/voices/>

²<https://www.qufa.ca/grievances/>

Karen Sisson can be reached at
ks233@queensu.ca.

ANNOUNCEMENT

Funding Deadlines

Tuition Support Plan

The fall submission window for the Tuition Support Plan is 1 September 2026 – 1 November 2026. Please See Appendix N of the Collective Agreement and access the application form here:

<https://queensu.ca.sharepoint.com/sites/HR-employees/SitePages/Tuition-Support-Plan.aspx>

Fund for Scholarly and Creative Work and Professional Development (Adjuncts)

The application deadline for the Fund for Scholarly and Creative Work and Professional Development (Adjuncts) is 5 October 2026. The application and guidelines can be found here:

<https://www.queensu.ca/facultyrelations/qufa/research-fund>

Childcare Support Plan

The application window for the Childcare Support Plan is 1 January 2027 – 1 February 2027. Please see Appendix M of the Collective Agreement and access the application form here:

<https://queensu.ca.sharepoint.com/sites/HR-employees/SitePages/Childcare-Support-Plan.aspx>

QUFA VOICES

Voice Your Views!

If you have an opinion about anything you read in *QUFA Voices*, send us a letter to the editor!

mayr@queensu.ca