

Tentative Language Changes (2026-2029) (Queen's proposals in green)

COMPENSATION
ATBs - 2.25%, 2.5%, 2.75%
\$500 signing bonus for Term Adjuncts (a counter by Queen's for increase to Term Adjunct stipends)
A Fund for Scholarly Research and Creative Work and Professional Development (Librarians and Archives)– \$50,000/year
Increase PER to \$450 per half course for Term Adjuncts. Can assist with the purchase of a cell phone due to endpoint requirements.
Increase course cancellation for Term Adjuncts to \$1250 for a 0.5 course
Child-care benefit – Increase day camp allowance from \$5/day to \$25/day
MERIT
(an initial framework was developed through the LOA#6 working group and further negotiated in Collective Bargaining)
To provide feedback to all Members as part of their continuous professional development (Article 28)
The addition of self-nomination for merit on annual reports (Article 28)
Continuing Adjuncts shall not be formally assessed on unassigned duties for the purposes of the career development increment (not merit, but they may receive a Merit Award for unassigned duties) (Article 28)
The annual review shall assess whether the Member's performance 'meets' or 'does not meet' expectations in each of teaching, research, service for Faculty Members and professional practice, research and service for Librarians/Archivists (Article 28)
If a Member doesn't meet expectations, they shall receive written feedback and support and mentorship from the Heads and/or Deans with a minimum of two meetings in the following Academic Year (Article 28)
The deletion of Floor F and the inclusion of an Assistant Professor/General Librarian/Assistant Librarian floor that is more in-line with actual starting salaries in the past five years (Article 42)

Deleting junior increments and senior abatements. The Parties have agreed that a single salary breakpoint for faculty (\$180,000) and two breakpoints for the Library & Archives (\$90,000 and \$150,000) will be required. (Article 42)
If a Member meets expectations in all three areas of responsibility (or in assigned areas), the Member will receive a career development increment (CDI). For Faculty, the CDI values are \$3800 and \$2000 below and above the breakpoint. For Librarians and Archivists, the CDI values are \$4350, \$3700 and \$2000. These will be indexed. If a Member doesn't meet expectations, they will receive a half step in the first year, and zero step in subsequent consecutive years in which they are assessed as having not met expectations.
Successful promotion for both Faculty (except Term Adjuncts) and Librarians will receive a 2% increase for Promotion to Full Professor or Librarian and 1% for Associate Professor, Assistant Librarian and Associate Librarian.
Two types of merit as defined by transparent and collegially determined criteria in any of teaching, research and service - 1) a Merit Award (added to base), and 2) an Exceptional Career Achievement Award (not added to base). The cumulative total Merit Award is \$2800 x 15% Members (for Faculty) and \$2500 x 15% Members (for Library and Archives). The Merit Awards are indexed with ATBs. If the total awards surpass the cumulative total the awards will be prorated for all Members who qualify. Unspent funds in the cumulative total shall carry-forward into the subsequent year. There are approximately 10 Exceptional Career Achievement Awards per year at \$10,000 per award (not indexed).
Nomination can be made by self, peer, Unit Head or Dean
University Merit Award Committee - Nominations shall be sent to a central committee which shall have equal representation by the Parties. Recommendations shall be based on the confirmation that nominated Member has met the transparent criteria.
Merit Criteria Committee - 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 and should be achievable at every career stage. Nominations may be made for any area of responsibility, even if an area is not included in the appointment letter. Teaching and service shall not compromise less than 30% of the total awards. Either Party may decide to revert to the status quo following the completion of three complete merit cycles. (Article 42 and LOA)
LOA - A review of the AST system to align with the new merit system.
Increased release time units for QUFA officers for the Merit transition

TECHNOLOGY
The Standing Joint Committee on Technology (SJCT) shall be included in the body of the Collective Agreement.
QSSETs
Restrictions on use of QSSETs to only when participation rates > 20%, and committee to explore an alternative measure (Article 29)
WORKLOAD
Approval of a Workload Standard template and accompanying Guidelines and Examples document which will become a requirement for Units to use when drafting a Unit Workload Standard. Workload Standards will be reviewed every five years.
LOA – Workload Standard Impasse Resolution - When the Dean or University Librarian and the Unit Workload Committee are unable to reach an agreement an impasse resolution panel will be formed. QUFA initially proposed interest arbitration. The Parties agreed to the resolution panel.
Clarification of the role of the Workload Subcommittee
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
A standardized mechanism for additional work due to student accommodations that may impact research responsibilities in a subsequent term. See the Guidelines and Examples document for an example.
Clarification of the role of the Unit Head as they are guided by the Workload Standard.
Unit and Dean are to agree when no changes to the Workload Standard are necessary after the Unit initiates a review.
Separating teaching and service workload assignment timelines.
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.
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.
Library Members to elect four of six members of their Workload Committee (current language is three by the Members and three by the UL).

Revision to Appendix L to allow the Dan School to operate while upholding Term Adjunct Member rights. Dan School to develop a new Workload Standard. Until the Workload Standard is ratified Appendix L in the 2022-2026 Agreement shall prevail.(LOA)
JOB SECURITY (Articles 25, 30, 31, 32)
The inclusion of Teaching Focused positions which would be capped at 50% to 70% teaching (Article 25)
Continuing Adjuncts with 0.8 FTE or greater and an active research program who are promoted to Associate shall be eligible for a Tenured Teaching Focused position. (Article 32) Queen's initially 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. Queen's 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 withdrew this condition.
The addition of the Library and Archives in Special Appointment language. The Association to be notified in advance of the particulars of Special Appointments to be offered. (Article 25)
The addition of the Library and Archives ranks with the Appointments article (Article 25)
Appointments processes for Replacing Librarians and Archives on leave increase from 12 to 18 months (Article 25)
The inclusion of the phrase 'which is normally, <i>but not necessarily</i> ' in addition to ' <i>as well as the diverse range of scholarly methodologies and ways of measuring impact</i> ' within Associate Professor rank language for Term Adjuncts. (Article 25).
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)
Members applying for Renewal, Tenure or Continuing early to be reviewed by Head, Dean and approved by Provost, prior to the assessment beginning. (Article 30, 31)
Addition of 'high quality' to service and 'normally, <i>but not necessarily</i> ' within the tenure and continuing criteria (Article 30, 31)
When applying for full Professor, Members shall demonstrate international stature in their discipline, where appropriate. For promotion to full Professor or Librarian emphasis will be placed on teaching, research and service or scholarly and/or professional development since the last promotion within the context of the Member's entire career. (Articles 30, 31)
The requirement of providing a teaching dossier and evidence of teaching effectiveness in the materials provided to the RTP/RCAP Committee. If relevant, the Member will provide a description of their contributions in the case of collaborative work, including co-authorship. Where appropriate, letters of

introduction should include a description of publication conventions relevant to the discipline and any additional information demonstrating the impact of the scholarship (Article 30, 31)
To grant SRoR the Member requires three evaluations for the course in which SRoR will be granted. The Member can't be penalized for not undertaking the evaluation if the Member isn't notified of the evaluation by Queen's.(Article 32)
GRoR to require four evaluations. This was a long-standing oversight in the language when GRoR required three years. (Article 32)
Clarification of dates in the GRoR and Continuing Adjunct conversion process (Article 32)
Updated Ph.D. to 'doctorate' as the requirement to be appointed as an Assistant Professor (Article 32)
Updating language to include the Office of Indigenous Incentives instead of the Indigenous Council in Appendix O as well as the process for adding an Indigenous person as a participant to the RTP/RCAP Committee (Appendix O)
LOA – Professor of the Practice Pilot – Instructors in the faculty of Law who meet the definition of Professor of Practice and who teach online courses.
LOA – Extension of Renewed Appointment and Reapplication – If a Member is found to be inadequate in any one of the three areas of teaching, research or service and receives a positive recommendation with any of the Committee, Head or Dean the Provost shall extend the appointment for an additional two years (or grant Tenure/Continuing).
ADDITIONAL LANGUAGE
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)
Proposal to remove language restricting the JCAA to discuss issues that are also in a grievance process (Article 13)
Clarification of grievance procedures to align with current practice (Article 19)
The inclusion of continuing appointments (Library) and reappointment and conversion (Adjuncts) with respect to equity considerations (Article 24)
An expansion to include continuing appointments (Library) and Continuing Adjuncts to be equity representatives on Appointments and personnel committees (Article 24)
Employee Wellness to request medical certificates for sick leave instead of Faculty Relations (Article 33)
Members to have the opportunity to send their comments to the Appointment Committee when recruiting for Academic Administrators outside Queen's. (Article 40)

Review and expansion of the list of arbitrators (Appendix C)
Extension of Conflict Resolution LOA #1
Raised a discussion about the inadequacy of the QUFA house which will be continued.
CONCESSIONS NOT ACCEPTED
A mechanism to reduce Continuing Adjuncts FTEs.
The requirement for references, for Term Adjuncts, when converting to Continuing Adjunct.
Changing the onus of Renewal so that the Member must show that the evidence favours granting Renewal.