

# BARGAINING ALERT!

## Clarifying the Issues

**Chief Negotiator Allan Manson clarifies some bargaining issues with respect to compensation and benefits, “teaching-only” appointments, and Term-Adjunct and tenure issues**

**By Allan Manson  
Chief Negotiator, QUFA**



Since the publication of our bargaining strategy in *QUFA Bargaining Alert! 9*, we have received a number of

questions about the “hurdles.” I want to take this opportunity to clarify the issues.

### Compensation and Benefits

First, there has been no discussion of compensation and benefits. Accordingly, we cannot predict what this future discussion will bring. There are potential issues, especially around pensions, and we are prepared to confront them. It is QUFA’s position that any question of pension restructuring should take place at the multilateral, all-employee groups table, which will be meeting in a few weeks.

Second, the “hurdles” discussed in *QUFA Bargaining Alert! 9*, which were also discussed at the Spring General Meeting on 28 April 2011, need to be explained more fully.

### “Teaching-Only” Appointments

The Administration has presented two

linked proposals: (1) introducing a new category of “teaching-only” appointments modelled on tenure-stream appointments but encompassing only teaching and service; and (2) *at the same time*, doing away with the ability of long-serving Term Adjuncts to attain job security by converting to Continuing Adjuncts. When I referred to QUFA’s opposition to “teaching-only” appointments, I meant the new type of appointment proposed by the Administration, which, we should make clear, the Administration still styles as “Adjunct.”

Our position is that real teaching needs, based on the requirements of curricula as determined by units, can be addressed by the creative use of our current mix of tenure-stream and Term- and Continuing-Adjunct Members. The Administration’s argument is based on their desire to have greater control over appointments.

The proposed “teaching-only” appointment type will permit the Administration to respond to units’ requests for positions based on demonstrated need with teaching-only jobs rather than with tenure-stream, full-responsibility appointments.

At the University of Ottawa, the union permitted this kind of “teaching-only” appointment over the past five years through Memoranda of Agreement. The result has been approximately 100 appointments, most of which involve teaching 8 or 9 courses per year.

We do not want to open the door to a systematic reduction in full-responsibility positions with the consequential negative impact that this reduction will bring.

### Term Adjuncts

With respect to Term Adjuncts, our current Collective Agreement provides a process by which Term Adjuncts can move through three stages based on years of service: specific right of reappointment, general right of reappointment, and continuing appointment.

The Administration’s proposal would end the possibility of transition to continuing status, even though this process takes a number of years—usually from six to twelve years—and requires meeting stipulated criteria (“A record of very good teaching, clear evidence of a commitment to academic and pedagogical excellence, and a record of high-quality performance in other areas defined in the letter of appointment”).

We value the work of our Term Adjuncts. Accepting the Administration’s proposal would mean condemning to perpetual job insecurity many of our Members who have worked hard and successfully for their respective units for many years in the expectation of eventually attaining job security. We refuse to do this.

### Tenure

The Administration’s tenure proposal contains new hurdles that do not speak

to academic quality, and they remove aspects of fair process that we have developed over a number of years.

It is our position that the tenure process at Queen's has worked well with respect to procedural fairness and to the quality of decision making. A high rate of success does not reflect a lack of academic rigour, but rather an appointments process that is working well.

At the Spring General Meeting, I explained that we have looked at data pertaining to the group of pre-tenured people who have left Queen's. They fall into two clear categories: those with high merit scores and those with low merit

scores. We cannot know for sure why either category of people left, but one can surmise that the first group had other offers while the second group saw the writing on the wall. In other words, the high rate of success in tenure applications reflects some self-selection prior to tenure application.

I hope this makes the issues and our positions clearer.

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