

## Job Security

The preeminent concern of most Adjunct Faculty is job security. QUFA has worked hard to win good protections for Adjunct Members:

- **Specific Right of Reappointment (SRoR):** Term Adjuncts have the right to specific courses if they've taught those same courses at least 3 times over 4 consecutive years (Art. 32.2).
- **General Right of Reappointment (GRoR):** Term Adjuncts with sufficient years of teaching and SRoR can apply for guaranteed rights to teach a given course load over a 1- to 3-year period (Art. 32.3).
- **Continuing Status:** Term Adjuncts with GRoR and at least 6 consecutive years of service may qualify for Continuing status. Continuing status is as permanent as a regular, tenured appointment (Art. 32.5).
- **Promotion:** The rank of Assistant Professor is granted to Adjuncts if they have the qualifying degree for their discipline. They may apply for Associate and Full Professor ranks by following the same processes as regular faculty (Art. 30).

***Know your rights  
and get in touch if you  
need QUFA's support!***

**[www.qufa.ca](http://www.qufa.ca)**

## Contact Us Anytime

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**Know Your Rights  
as an Adjunct  
at Queen's University**

***QUFA works to promote the  
interests of academic staff and  
broader academic interests at  
Queen's University and in the  
community.***

# What is QUFA?

The Queen's University Faculty Association (QUFA) represents regular and contract academic staff. The Association was certified as a union under the Ontario Labour Relations Act in 1995.

QUFA is governed by an Executive Committee, a Council of Representatives from academic departments and units, and by voting Members who attend general meetings. There are dedicated positions for Term and Continuing Adjuncts on both the QUFA Executive and Council.

QUFA is responsible for negotiating contracts for all members (including Adjuncts) of the bargaining unit and for defending Members' rights between negotiations. The current contract, called a Collective Agreement (CA), was negotiated in 2011 and expires in 2015.

## Knowing Your Rights

This pamphlet summarizes your rights as a Term or Continuing Adjunct at Queen's University. To exercise these rights, you need to know what they are and how they work. There is more information available on the QUFA Web site ([www.qufa.ca](http://www.qufa.ca)) and in the Collective Agreement (cited here by Article number).

The full CA is available at [www.qufa.ca/ca/](http://www.qufa.ca/ca/). If you have any questions, please don't hesitate to get in touch with us. Contact details for some elected representatives and all QUFA staff are on the back page of this pamphlet.

# Statutory Rights

All workers are protected by law from many abuses and dangers. Some of these rights are elaborated in the CA:

- **Non-Discrimination:** Members are protected from discrimination on the grounds of sex, age, race, creed, colour, ancestry, national origin, place of birth, language, political or religious affiliation or belief, clerical or lay status, citizenship, sexual orientation, physical attributes, spousal status, family relationship, physical or mental ill-health, disability, place of residence, and participation in QUFA activities (Art. 9).
- **Accommodation of Disability:** The University must accommodate most physical and mental disabilities (Art. 9).
- **Progressive Discipline:** Disciplinary measures must be appropriate and corrective in nature (Art. 20).
- **Harassment:** Members are protected from harassment and bullying at work (Art. 21).
- **Safety and Security:** Members have the right to a safe and secure workplace, and to appropriate safety training (Art. 22).
- **Privacy:** Surveillance is strictly controlled and Members' communications are protected from unwarranted interference (Art. 23).

If you think your statutory rights are being abrogated, please contact QUFA staff immediately. All communications are confidential.

# Negotiated Rights

QUFA has negotiated a number of additional rights and protections for Adjunct Faculty:

- **Academic Freedom:** Members are protected from discipline when exercising their rights to critique (Art. 14).
- **Intellectual Property:** Members own what they create (Art. 16).
- **Grievance Rights:** Members have a process for dealing with violations of their rights (Art. 19).
- **Free Third-Party Conflict Resolution Service:** A confidential service to help Members in conflict with other Members (see the QUFA Web site for details).
- **Fund for Adjunct Scholarly Work and Professional Development:** (Art. 36.2). See also the Queen's Human Resources Web site for more details.
- **Professional Expenses:** (Art. 36.3).
- **Travel Expenses for Term Adjuncts:** (Art. 36.4).
- **Teaching Support:** Adjuncts receive the same teaching assistance as regular faculty (Art. 36.5).
- **Leaves and Benefits:** Some of these are restricted to those with longer contracts, but see the CA for details (Arts. 33 and 42).
- **University Club:** Membership fees at the Club are prorated for Adjuncts.

QUFA Adjuncts have some of the best terms and conditions in the country thanks to the hard work of active Members. You can continue this work by getting involved with QUFA.