

QUFA VOICES

VOICES IN THIS ISSUE

- PRESIDENT'S VOICE: QUFA and Administration Settle Anomalies Side Table Dispute, by Diane Beauchemin . . . 1-3**
- FYI: Is Office 365 for Me?, by David Skillicorn . . . 3**
- TAKE ACTION: Responding to Changes in Maintenance and Cleaning at Queen's, by Diane Beauchemin . . . 4**
- GET INVOLVED: Volunteer and Help QUFA Make a Difference!, by Lynne Hanson . . . 4-5**
- GET INVOLVED: Serve on the Job Action Committee, by Stevenson Fergus . . . 5**
- GET INVOLVED: Become QUFA's Health and Safety Officer, by Leslie Jermyn . . . 5-6**
- ADJUNCT CORNER: National Adjunct Action Week, by Cathy Christie . . . 6**
- GRIEVANCE CORNER: Who Ya Gonna Call?, by Ramneek Pooni . . . 7**
- ANNOUNCEMENTS . . . 7**

PRESIDENT'S VOICE

QUFA and Administration Settle Anomalies Side Table Dispute

Mediated settlement will result in potentially \$1,200,000 in anomalies distributions to QUFA Members

By Diane Beauchemin
President, QUFA



Welcome back! I hope you had a restful holiday break and are now full of energy as we embark on bargaining for a new Collective Agreement (CA).

Unit Visits Continue

Unit visits are continuing this term. If we have not visited your unit yet, or if you would like us to come back, it is not too

late to invite us. These visits are very useful. For example, they are revealing differential treatment (in terms of hiring, for example) among units, which QUFA will investigate by raising questions at relevant Faculty Boards and at Senate. Simply contact QUFA Executive Director Leslie Jermyn (jermynl@queensu.ca) to make arrangements for a visit.

Anomalies Side Table Resolution

The year 2015 starts with some good news. QUFA and Queen's Administration have settled their long-standing dispute about salary anomaly payments for the last CA (2008-2011). The arbitrator mediated a settlement that will result in Round 1 anomalies distributions of up to \$100,000 for each of the three years of that CA. Any unused amounts, as well as the Special Adjustment for 2010-2011, will be added to the amounts distributed in Round 2. The Anomalies Side Table (AST) of the Joint Committee for the Administration of the Agreement (JCAA) is now tasked with performing the assessments as quickly as possible, given the complexities of the exercise, so that

ANNOUNCEMENT

Bargaining for a New Collective Agreement Has Begun

QUFA and the Queen's Administration met for the first time on 20 January 2015 to begin negotiations for a new Collective Agreement.

The current Collective Agreement expires on 30 April 2015.

Watch your e-mail for Bargaining Updates.

Background information about bargaining can be found on the QUFA Web site:

<http://www.qufa.ca/bargaining/>

Please contact QUFA (qufa@queensu.ca) if you have any questions or concerns.

the money—potentially \$1,200,000 in total—can finally be distributed to our Members.

New Travel Expense Reimbursement System

The year 2015 will also see the implementation of a new electronic travel expense reimbursement system,¹ which will enable per-diem claims for non-Ontario-government-funded research travel. The system, which is being tested in January and February, should be phased in over the following few months. Online and in-class training should start in February. While this system will allow faster reimbursement, claims will have to be submitted within one month of completing the travel. Hence, Professional Expense Reimbursement (PER) claims will have to be processed continuously throughout the year once the system is fully implemented.

Office 365 Migration Moves Forward

Queen's Administration is also moving fast to implement migration of Queen's e-mail and calendar functions to Microsoft Office 365, with only a narrow window to opt out (this window was extended by one week after QUFA complained that it was too narrow).

Queen's Information Technology Services (ITS) say they have done their due diligence around the contract and

that the system is more secure, stable, and robust than the current system. Office 365 also offers more functionality and services. The server is in a high-security building in the United States, which is staffed twenty-four hours a day, seven days a week. Information will be encrypted in transit and at rest. Authentication will be done on campus, (i.e., Microsoft will not have access to our passwords). Accounts from faculty members who choose not to opt out by 28 January 2015 will first be synchronized (i.e., information will be copied onto the new system so that the actual switchover is virtually instantaneous).

Queen's ITS hopes to complete the migration during the Family Day long weekend in February. Please note that e-mail accounts in units having their own servers (such as Chemistry, Computing Sciences, Mathematics and Statistics, Physics, etc.) are not being migrated.

Several people urge caution about this transition. David Skillicorn, a Member who is an expert on the matter, expresses concern in this issue of *QUFA Voices*. Vince Mosco (a retiree from the Department of Sociology at Queen's) has written a book entitled *To the Cloud*, in which he shows that this migration may violate basic research protocols and points out that there is no guarantee of secrecy and confidentiality. Legal counsel for the Canadian Association of University Teachers (CAUT), to which

QUFA belongs, also advises strongly against a move to Office 365.

Indeed, by using a Queen's-based server, all internal and international e-mail communication (except that to or from the United States) does not necessarily pass in its entirety through a server located in the U.S. nor is accessible by a U.S.-linked corporation. With Office 365, *all* e-mail (i.e. content, transaction data, attachments, and all linked information) would become subject to U.S. law, including provisions brought in through the Patriot Act and the Foreign Intelligence Surveillance Amendment Act. American law confers express statutory authority for prospective content surveillance of law-abiding individuals, with neither probable cause, nor a warrant, nor any suspicion of criminality. When police and security agencies request e-mail or other records to which U.S.-linked corporations have access, the corporation must not only comply but is prohibited from advising the individual that their records have been requested.

Pension Plan

The development of a sector-wide jointly-sponsored pension plan by the Ontario Confederation of University Faculty Associations (OCUFA) and the Council of Ontario Universities (COU) is ongoing and on track to be completed by Fall 2015. Despite extensive lobbying for solvency relief for years by OCUFA, COU,

QUFA Voices is published by the Queen's University Faculty Association (QUFA), 9 St Lawrence Avenue, Kingston, Ontario, K7L 3N6, Canada (qufa@queensu.ca). It is distributed electronically to all QUFA Members via the QUFA-NEWSLETTER-L listserv. Past issues are archived on the QUFA Web site at <http://www.qufa.ca/publications/>.

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 at robert.may@qufa.ca.

QUFA Voices is edited by Robert G. May (English). He can be reached at robert.may@qufa.ca.

and individual universities (which was successfully done in five provinces), the Ontario Ministry of Finance continues to refuse to eliminate solvency payments that are totally uncalled for, as there is essentially no way that universities can go bankrupt. In fact, it is absurd for universities with healthy pension plans (i.e., without a going-concern deficit), as they will have to make solvency relief payments when their plans are in a surplus position.

From Moodle to Brightspace

Those of you who just finished figuring out Moodle may be upset to learn that the Board of Trustees has approved over \$1,000,000 for the university-wide implementation of Brightspace by D2L (formerly Desire2Learn), and that Moodle will be phased out in eighteen to twenty-four months.

This decision was supposedly made following the Teaching and Learning Action Plan, but this plan was developed by a Provost's task force and has not been approved by Senate. I am also not aware of faculty having been consulted about Brightspace. It is thus a blatant example of a top-down approach, where Senate is totally being circumvented.

Stay-tuned for updates on these and other issues in the coming months.

Notes

¹<http://www.queensu.ca/financialservices/dates/traveladvanceandexpenses.html>

Diane Beauchemin can be reached at qufapres@queensu.ca.

Spread the Word!

Print out and post a copy of this issue of *QUFA Voices* in a visible place in your department or unit. Thanks!

FYI

Is Office 365 for Me?

Cloud-based data-storage services such as Office 365 may be convenient, but questions persist about their security and privacy vulnerabilities

**By David Skillicorn
School of Computing**



There are some advantages to storing e-mails, files, and documents in the Cloud: they are accessible from

any device, the storage is cheaper per gigabyte, and it reduces (but does not completely eliminate) the need for backups.

The principal drawback is that storing data off-site increases its vulnerability. This might not be true for everyone: if you aren't careful about the security of your own devices, then moving to Cloud storage might make you more secure. For example, the most common way in which student privacy is breached is by mislaying an unencrypted laptop.

However, all things being equal, off-site storage has a lot more moving parts and, despite the best efforts of the Cloud storage provider (for us, Microsoft), this introduces vulnerabilities. For example, moving data from your platform to the Cloud requires an encrypted protocol, but the Heartbleed vulnerability that was in the news recently was a long-standing hole in the security of one version of this protocol.

Microsoft is not clear about whether the data is encrypted "at rest," that is, when it is sitting on their servers. Some documents they've posted say that it isn't (but that they're working on it), others say that it is (using Bitlocker), and still others say that more sophisticated encryption is used. In any case, to put an



supplied

Should you opt out of Office 365? David Skillicorn discusses the pros and cons.

appointment from your incoming e-mail into your calendar requires your calendar to be unencrypted, at least temporarily. And apparently all Microsoft will promise is that our data will be stored in North America, which means that it will be accessible to warranted access (and, if Snowden is to be believed, some unwarranted access as well) by the U.S. government.

Microsoft also promises high availability for their Cloud storage systems. What doesn't seem to have been discussed is bandwidth to get data to and from these servers. We've all experienced the network slowdown that happens at the beginning of term as the students arrive on campus. Having a roomful of people wait while a PowerPoint presentation is retrieved from the Cloud has the potential to waste a lot of time.

Should you opt out of the university's Cloud storage plans? There isn't a great benefit for us as individuals in opting in. Your answer may depend on your level of need for privacy (for example, if you develop new intellectual property, or if you collaborate with the hospitals), and your confidence in managing your own environment if you do opt out.

David Skillicorn can be reached at skill@cs.queensu.ca.

TAKE ACTION

Responding to Changes in Maintenance and Cleaning at Queen's

Support CUPE Members at Queen's, who keep our campus clean and safe

By Diane Beauchemin
President, QUFA



This past September, Queen's Physical Plant Services (PPS) established a new schedule for the cleaning of campus

buildings, classrooms, washrooms, and offices. This new schedule coincided with a reduction in the number of full-time custodians, who are members of the Canadian Union of Public Employees (CUPE).

In recent months, permanent full-time custodians who have been transferred to other duties or who have left Queen's have been replaced—if they have been replaced at all—by casual employees who are not permitted to work more than twenty hours per week. The casual staff are paid considerably less than the people they have replaced, and they receive no benefits. If they were full-time, after three months they would join the bargaining unit and receive a decent wage with benefits. Instead, they are working part-time at \$12.00 per hour, which is not a living wage in Kingston.

The QUFA Executive is concerned that these major changes at PPS are related to reports that we have been receiving from QUFA Members about unclean classrooms and washrooms, slippery floors, rodents, rodent excrement, and other issues that are detrimental to the health and safety of all members of the Queen's community. QUFA will bring

these reports to the attention of the appropriate authorities.

If you observe any situation or condition that you think is unhealthy, unsafe, or dangerous, please make notes (date, time, and place), take a photograph if you can, and send the information to Cathy Christie, Co-Chair of QUFA's Political Action and Communications Committee (PACC) (christie@queensu.ca).

Thank you for your help in responding to this disturbing situation. Please consider joining CUPE workers for a rally on 28 January 2015 to show your support for the work they do to keep our campus clean and safe.

Diane Beauchemin can be reached at qufapres@queensu.ca.



Robert G. May

Rally in Support of CUPE Workers at Queen's. Please join Members of CUPE 229, 1302, and 254 on Wednesday 28 January 2015 for hot chili (meat and vegetarian) and hot chocolate at the corner of Union Street and University Avenue, 11.30 a.m. – 1.00 p.m. Show your support for a safe and healthy Queen's campus!

GET INVOLVED

Volunteer and Help QUFA Make a Difference!

Volunteering at QUFA helps your fellow QUFA Members, and counts towards service to the University

By Lynne Hanson
Chair, Nominations Committee



Nominations are now open for positions on QUFA committees. Please consider volunteering.

The Queen's University Faculty Association works to protect and advance the working conditions of regular and contract faculty, and librarian and archivist Members. QUFA volunteers have an opportunity to work with colleagues from across the University and to learn more about how the University is structured.

Many current and former volunteers report that their involvement with QUFA has been an important element of their professional lives and has greatly improved their understanding of Queen's, postsecondary education, and the broader political context. As well, QUFA service counts as service to the University in annual performance reports.

Contributions of any scope, large or small, and a diversity of viewpoints, interests, and experience are welcome at QUFA. Some volunteer positions require a regular commitment of time and energy, while others involve only a few meetings a year. The most demanding positions are compensated by course relief.

A full list of QUFA committees, joint committees, and internal and external positions can be found on our Web site,

under Contact Us.

Some special interest committees include the Benefits Oversight Committee, the Budget Review Committee, the Web Site Committee, and the Ad Hoc Pension Committee.

QUFA Standing Committees include the Grievance Committee, the Political Action and Communications Committee (PACC), and the Committee to Manage the Collective Agreement (CMCA).

As well, QUFA has observers on Senate and representatives on Joint Health and Safety Committees.

Finally, we need representatives to QUFA Council from every unit and faculty.

If any of these positions interest you, or you would like more information about the commitment involved or the nominations process, please contact us. If you have colleagues who may be interested, please share this invitation with them.

Lynne Hanson can be reached at lh2@queensu.ca.

GET INVOLVED

Serve on the Job Action Committee

Consider applying or nominating someone for these positions on the QUFA Job Action Committee

By Stevenson Fergus
Chair, QUFA Job Action Committee



Preparation for bargaining includes the creation of a Job Action Committee (JAC). While the hope is that job action will not be required, it is always better to be prepared rather than scrambling at the last minute. Please consider applying for or nominating someone to the following positions:

- **Mobilization Subcommittee Chair:** fosters and maintains membership support for positions and strategies related to any potential job action.
- **Finance Subcommittee Chair:** establishes processes for all financial obligations, including budgeting and strike pay.
- **Job Action Services Subcommittee Chair:** coordinates services to facilitate smooth operation of job action.
- **Picketing Subcommittee Chair:** oversees all aspects of picketing

Please send names to me or Ramneek Pooni (poonir@queensu.ca). I will be working with QUFA staff over the next couple months to create structures and timelines to assist all the subcommittee chairs so that we are prepared well in advance of the 30 April 2015 expiration date of the current CA.

Stevenson Fergus can be reached at fergus@queensu.ca.

GET INVOLVED

Become QUFA's Health and Safety Officer

Consider applying or nominating someone for this new QUFA position

By Leslie Jermyn
Executive Director, QUFA



The QUFA Executive Committee and Council have approved the creation of a new position, the QUFA Health and Safety Officer (HSO), to be filled by early 2015 if possible.

Details

- The HSO will be a Member of the Association in good standing.
- This position will be accompanied by one unit of release (time, stipend, or research funds) per academic year, and time served counts as service to QUFA and thus to the University.
- The term is for 3 years and is renewable.
- The HSO may not simultaneously occupy other elected positions on the Executive Committee, but may sit on other QUFA committees or be a unit Representative to Council.

Duties

- The HSO will commit to being certified according to the Ministry of Labour's standards for Joint Health and Safety Committee members. Expenses associated with this training will be borne by QUFA.
- The HSO will work to ensure that QUFA has representatives on all Joint Health and Safety (JHS) Committees to which we are entitled membership. The HSO will apprise QUFA JHS Representatives of

ANNOUNCEMENT

QUFA: The First 20 Years

For new QUFA Members, it isn't always obvious why Queen's Faculty, Librarians, and Archivists decided to certify 20 years ago.

QUFA Historian Nancy Butler is collecting stories about what motivated that decision and how things have changed since that time.

Please Contact Nancy (nancybutler@kos.net) if you have a story to tell!

relevant concerns and information and solicit activity reports from them as appropriate. The HSO may also be a JHS Committee member in a unit to which they belong.

- The HSO will gather and disseminate information related to the health and safety of QUFA Members (to *QUFA Voices*, the QUFA Web site, *QUFA Digest*, etc.).
- The HSO will prepare an annual written report to be submitted to Executive and Council in May.

Please contact Leslie Jermyn if you are interested in knowing more, in serving, or in nominating someone for the position.

Leslie Jermyn can be reached at jermynl@queensu.ca.

ADJUNCT CORNER

National Adjunct Action Week

National Adjunct Action Week is 23-27 February 2015

By Cathy Christie
Co-Chair, QUFA Political Action and Communications Committee (PACC)



In the United States, the majority of university courses are taught by Adjuncts: fully qualified academic staff hired to teach on a temporary or course-by-course basis.

What would American universities look like without Adjuncts? *Inside Higher Education* reported that organizers of the National Adjunct Action Week are using Facebook and Twitter to plan demonstrations next month to raise awareness about the exploitation of these contract professors.¹

In Canada, about one-third of all academic staff in postsecondary institutions are now hired on the same basis.² This means that thousands of professors are denied the opportunity each year to participate in, and be paid for, all aspects of academic work: research, teaching, and service. This has serious implications for the integrity of postsecondary institutions in North America.

The Canadian Association of University Teachers (CAUT) and the Ontario Confederation of University Faculty Associations (OCUFA) are working with their American counterparts to see how we can support Adjuncts during National Adjunct Week. Check the QUFA Web site to see how you can take action next month.

In the meantime, why don't you take a moment to have a coffee with an

ANNOUNCEMENT

QUFA Distinguished Service Award

QUFA has created an annual award to honour Members who have made a notable contribution to Queen's through service to improving the working lives of QUFA Members.

Any QUFA Member can nominate a current or former (retired) Member for the award. There is more information and a nomination form here:

http://www.qufa.ca/about/policies_and_protocols/Distinguished_Service_Award_Form.pdf

Please submit nominations to Lynne Hanson (lh2@queensu.ca), Chair of the Nominations Committee, or to Leslie Jermyn (jermynl@queensu.ca), Executive Director.

Please contact Leslie if you have any questions.

Adjunct in your department and find out more about their working conditions here at Queen's.

Notes

¹<https://www.insidehighered.com/quicktakes/2014/10/06/national-adjunct-walkout-day-planned>

²See *CAUT Almanac 2014-2015*, Table 2.10, "Labour Force Estimates of University Professors, Vocational Instructors, and All Occupations by Employment Status and Permanency." (<http://www.caut.ca/resources/almanac>)

Cathy Christie can be reached at christie@queensu.ca.

ANNOUNCEMENT

Graduate Student Awards from Our Affiliates

The Ontario Confederation of University Faculty Associations (OCUFA) offers fellowships to Doctoral and Master's students in the social sciences, humanities, and arts. The deadline this year is 6 March 2015 and more information can be found here:

<http://ocufa.on.ca/awards/the-henry-mandelbaum-graduate-fellowship/>

The Canadian Association of University Teachers (CAUT) offers one doctoral fellowship to a student in any field in a Canadian institution. The deadline is 30 April 2015 and more information can be found here:

<http://stewartreid.caut.ca/English/default.htm>

GRIEVANCE CORNER

Who Ya Gonna Call?

QUFA Member Services staff is here to help you

By Ramneek Pooni
Grievance Officer, QUFA



The job of QUFA Member Services staff is never dull. We are used to helping with the meat of the Collective Agreement (CA), but sometimes we must deal with issues that are on the fringes. Here are two examples.

Students have various avenues for complaint that involve their professors. The most common and best known is grade appeals, which I've already written

about (see *QUFA Voices* 50). Examples of others that we have helped with are complaints about how a disability accommodation was handled, harassment, and IP ownership.

We were surprised by a (to us) new avenue for complaint: the AMS Grievance Officer. Recently, the AMS has developed a process to look into complaints by students. Because of the broad range of complaints that can be made, some may overlap with subject matter that is properly dealt with through CA provisions.

If you are ever in any doubt about jurisdiction or process, please do not hesitate to call QUFA for help or clarification.

QUFA Supports Department Heads

Heads of academic units who are not in decanal positions are QUFA Members. Their administrative responsibilities and decisions are connected to the smooth functioning of their academic units, and their role is to represent the interests and concerns of their department in the University. We get calls from Heads for guidance on RTP processes, leaves, and Adjunct issues all the time. It is not an easy role, as directives and guidance come from both union and management, and the "right" position or decision can be elusive.

Because they are in the bargaining unit, Heads have the support of the union should they face situations where they feel overwhelmed or in difficulty vis-à-vis their role in a process or implementing management instructions. They can call on us for advice or assistance.

If you are ever unsure about something or need help, please by all means contact QUFA. If we can help, we will.

Ramneek Pooni can be reached at poonir@queensu.ca.

ANNOUNCEMENT

Adjunct Scholarly Research and Creative Work Fund

The deadline this term for applications to the Fund for Scholarly Research, Creative Work, and Professional Development (Adjuncts) is 2 February 2015. You are eligible to apply if you have an Adjunct appointment at Queen's during this term, and the Committee encourages you to do so.

Please use the current application form, as it is updated from time to time. It is your responsibility to ensure your application is complete; incomplete applications will not be considered. Please also pay attention to whether a stipend or research grant is the most sensible way for you request funding, as the Committee will not second-guess or change your choice. Late applications are generally not accepted.

You will find a link to the instructions and application form at this URL:

<http://www.queensu.ca/provost/faculty/facultyrelations/qufa/support/adjunctfund.html>

ANNOUNCEMENT

Benefit Deadlines Approaching: Child Care and Tuition Support

The deadline for submitting an application for QUFA Tuition Support is 28 February 2015. More information and the application form may be found on the Human Resources Web site:

<http://www.queensu.ca/humanresources/totalcomp/benefits/tuition.html>

The deadline for submitting an application for child care expenses is 1 February 2015. More information and the application form may be found on the Human Resources Web site:

<http://www.queensu.ca/humanresources/totalcomp/benefits/childcare.html>

Voice your Views!

Do you have an opinion about anything you have read in *QUFA Voices*? If so, send a letter to the editor:

robert.may@qufa.ca

