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November 28, 2014

Professor Diane Beauchemin
President, QUFA
gufapres@queensu.ca

Dear Professor Beauchemin,

I am in receipt of a letter, to which you are a signatory, addressed to Principal Daniel Woolf regarding the implementation of the central waste collection program. Since that letter deals with issues related to collective agreements and, as there are currently collective bargaining processes underway at Queen's, the Principal has asked me to reply.

As noted in the letter, CUPE 229 has filed a grievance on the waste collection issue and I understand this grievance is progressing through the grievance process. As well, the matter of waste collection is currently an item on the agenda of the Joint Committee on the Administration Agreement. These are the appropriate, mutually established channels for dialogue on this matter.

The central waste collection program was implemented to help promote Queen's environmental sustainability and to create a more efficient waste collection system. As John Witjes, Associate Vice-Principal (Facilities), said in a [recent interview](#) with the Queen's Gazette, the program is one step in the ongoing process of creating a campus culture of waste reduction.

It is important to correct the statement that 27 custodians have been laid off. I understand that earlier this year, layoff notices were issued to six custodial staff members, each of whom ultimately secured alternate employment elsewhere in the University. In addition, 17 custodial staff on limited-term contracts were advised that their positions would not be renewed. 11 of these custodians worked in PPS and six worked in Residences. Subsequent to the effective date of these non-renewals, all 17 of these individuals were offered temporary employment with the University, pursuant to the terms of a Memorandum of Agreement between the University and CUPE 229.

The decision to eliminate positions was not made lightly. Queen's faces significant financial pressures, such as a pension solvency deficit, static or declining government grants and constraints on tuition fees. The University has had to make a number of difficult decisions in order to ensure its ongoing financial sustainability and to protect its core academic mission.

I wish to take this opportunity to reiterate what Principal Woolf has already stressed in other correspondence: that Queen's is committed to maintaining a safe and healthy work environment, and anyone who becomes aware of a potential health and safety issue should immediately contact Dan Langham, Director of Environmental Health & Safety, at ext. 74980 or dan.langham@queensu.ca

Sincerely,

A handwritten signature in blue ink, appearing to read "Dan Bradshaw". The signature is fluid and cursive, with the first name "Dan" being more prominent than the last name "Bradshaw".

Dan Bradshaw
Associate Vice-Principal (Faculty Relations)

Cc. Principal Daniel Woolf