



District 6
Ontario & Atlantic Provinces

Wayne Fraser
District Director

June 21, 2010

Dear Academic Assistants, Tutors and Markers:

As you know, on April 9, 2010 the United Steelworkers (USW) applied to be certified for a unit of Queen's staff that included Academic Assistants, Tutors and Markers. A vote was held on April 16, 2010. After the vote there remained several disputes between the USW and Queen's such as the bargaining unit description and which staff would be included in a subsequent bargaining unit.

The USW and Queen's worked to resolve the outstanding issues around this application. The USW believes that, in general, agreements arrived at by the parties are better than having to litigate disputes at the Ontario Labour Relations Board (OLRB).

To this end, after our OLRB hearing of May 5, we agreed to adjourn any hearings until June 7 and 8. We believed that this extended time would be sufficient to allow the University to provide the union with an accurate and comprehensive list of the employees in the proposed bargaining unit on the application date and to provide us with a position on the remaining bargaining unit issues.

After much discussion, we were able to resolve all the outstanding issues without the need for OLRB hearings. For example, the parties agree that the position of Senior Tutor shall be excluded from this bargaining unit but shall be included in any bargaining unit that may arise as a result of our certification application for general staff.

As a result, it was agreed that all eligible ballots would be counted on June 8, 2010. At the ballot count, Omero Landi was present on behalf of USW and Lorna Baxter for Queen's. The results were 11 YES and 1 NO. This is a great victory for the Academic Assistants, Tutors and Markers. This results in a bargaining unit with about 85 members comprised of:

"All persons employed by Queen's University as Academic Assistants as described in the University's Human Resources Department Academic Assistant Appointment Fact Sheet and all persons employed by Queen's University as Tutors or Markers save and except persons who exercise managerial functions or are employed in a confidential capacity in matters relating to labour relations within the meaning of section 1(3)(b) of the Labour Relations Act, members of the architectural, dental, land surveying, legal or medical profession entitled to practice in Ontario and employed in a professional capacity, registered students and voting members of the Board of Trustees."

Now that the OLRB has issued the certificate for this bargaining unit, we will arrange a meeting of AAs, Tutors and Markers where we can discuss next steps in preparation for negotiating a Collective Agreement.

As always, if you have questions or suggestions,
contact us at contact@qusw.ca or our new phone number, 613-546-1177.