

The logo for OCUFA, consisting of the letters 'OCUFA' in a large, white, sans-serif font. The background of the entire page features abstract, overlapping geometric shapes in various shades of teal and light green, creating a modern, layered effect.

OCUFA

Ontario Confederation of University Faculty Associations
Union des associations des professeurs des universités de l'Ontario

2023-2024 OCUFA Lorimer Collective Bargaining Award

Citation for Leslie Jermyn

The Ontario Confederation of University Faculty Associations is honoured to present the 2023-24 Lorimer Award to Leslie Jermyn of the Queen's University Faculty Association (QUFA). QUFA's office is located on the Queen's University campus, which is situated on the territory of the Haudenosaunee and Anishinaabek.

Leslie Jermyn has served as the Executive Director for QUFA since 2013. In this role she is the primary staff support for the President and Executive, Staff Relations, Nominations, and Compensation committees. She is also responsible for managing the governance of the union including policy writing and coordinating constitutional change, advising on strategic planning, and organizing campaigns. Leslie serves on various provincial and federal committees, including attendance at OCUFA Board meetings, and member of the OCUFA 2024 *Bargaining Stronger Together* conference steering committee. At the national level, Leslie has held the position as the Chair of CAUT's Contract Academic Staff Committee. Leslie has delivered informative presentations at OCUFA meetings and events, as well as for national organizations and other faculty associations on the conversion process from a single employer pension plan to the University Pension Plan (UPP), budget structures, faculty-student relationships, and contract faculty issues.

Leslie was the co-Chief Negotiator of QUFA in the 2021 round of negotiations, as well as in 2020 for the negotiation of the Voluntary Phased Retirement Program and Covid alterations for the QUFA collective agreement. Given the expertise and commitment required to fill the role of Chief Negotiator, QUFA has dealt with the common challenge of succession planning. Leslie's tact in addressing in this gap is notable. Her proposal and implementation of a Co-Chief Negotiator model has helped develop expertise within the QUFA membership. While Leslie carries out a significant amount of the work as the Co-Chief Negotiator, the ways in which she has created a supportive mentorship model is exemplary.

In the area of pensions, Leslie's expertise is demonstrated by her role in 2019 as QUFA's representative on the UPP Employee Sponsor committee, and in 2018 as QUFA's delegate to the UPP Board of Trustees Working Group. Leslie was instrumental in QUFA's pension transition campaign. Queen's University was one of the three founding institutions in the creation of the UPP, and Leslie played a key role throughout every step, including as a member of the QUFA bargaining team where a consent agreement was reached with the administration. This resulted in retirement security for QUFA members, as well as others working at Queen's. Critical gains, such as a phased retirement program and full salary offsets for pension contribution increases, were part of that historic agreement. Leslie also ensured that discrepancies affecting contract faculty were given the attention needed to ensure fairness.

The latest round of bargaining was conducted in a hybrid format, which added stress and complications to the process. One of Leslie's team members commented on how she engaged without a slip or error despite hostile interactions, microaggressions, and stalling tactics from the Queen's administration. Leslie's priority was always the wellbeing of her team, training them with the utmost honesty and equipping them with skills to deal with extremely stressful situations. She was transparent and accountable to the team's decisions at the table. Away from the bargaining table, Leslie's member communiques were commended for their clarity and thorough explanations of complex issues.

Given the restrictions of Bill 124 in the last round, Leslie developed and led the complex strategy of targeting non-compensatory issues, which included important changes for Librarian, Archivist, and contract faculty members. Leslie was able to find inventive ways to capture as many benefits for members as possible. Bill 124 was struck down during negotiations, and Leslie was able to quickly pivot the team to compensation without compromising gains in other areas. The QUFA settlement was also an early and significant pattern-setting benchmark in the post-Bill 124 landscape. Throughout bargaining, Leslie's rock-solid negotiating skills also helped

QUFA hold firm on maintaining Intellectual Property rights protections, something the administration was determined to supplant.

The Lorimer Collective Bargaining Award celebrates Leslie's broadly respected integrity with which she conducts her work on behalf of faculty, academic librarians, and academic staff across Ontario and beyond.

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The Lorimer Collective Bargaining Award was established in honour of Joyce and Doug Lorimer of the Wilfrid Laurier University Faculty Association and is instituted to honour and recognize outstanding contributions to improving the terms and conditions of employment of Ontario university faculty through bargaining.