

QUFA's Revised Policy on Solidarity Donations

Since 2000, QUFA has had a policy for solidarity donations on humanitarian and practical grounds--i.e., to support others in related (or potentially related) circumstances and to support the principles of collective bargaining. In accordance with this precedent, an annual budget line of \$15,000 was set aside for solidarity donations. The Executive may approve donations totaling the amount of the budget line, with a maximum per instance related to the nature of the donation.

<u>Maximum</u>	<u>Category and Nature of Donation</u>
\$5000	Other Canadian Faculty Associations to support other Canadian faculty Associations experiencing protracted labour problems as the result of unfair treatment or intransigence on the part of their employers (university administrations, Boards of Trustees, and/or provincial governments) or involved in precedent-setting negotiations or labour conflict where principles of collective bargaining or significant academic issues (related to working conditions, academic freedom., etc.) are at stake;
\$5000	Other Employee Groups at Queen's University to support other employee groups at Queen's University experiencing protracted labour problems as the result of unfair treatment or intransigence on the part of their employer; and/or to support other employee groups who are seeking to defend principles of collective bargaining with implications for QUFA as a certified bargaining agent;
\$3000	Other Employee Groups to support other employee groups or organizations, especially those within the public sector (e.g., education and health care) that are involved in labour disputes over members' rights and/or that have implications for QUFA as a certified bargaining agent;
\$500	Miscellaneous Humanitarian Causes to respond to miscellaneous requests for humanitarian aid in exceptional circumstances (natural disasters, economic crises, etc.).

The Executive may support in writing and without a donation other faculty associations--and other employee groups whose work has implications for QUFA members--that are involved in labour disputes as the result of unfair treatment or intransigence on the part of their employers.

Any solidarity donation approved by the Executive under the above terms must be reported to Council, along with a brief statement of rationale. Any extraordinary donation that does not fit the above categories will need approval by Council. Any communication of written support will also be reported to Council.