

April 28, 2009

Dear Faculty,

We are here today to thank all of you for your support during our organizing campaign. **Staff are inspired by the difference you made in your work lives** by unionizing with QUFA a dozen years ago. The formation of QUFA changed the entire culture of Queen's: Academic and financial decisions are more democratic and transparent as a result. Equity and accommodation have taken higher priority. Decisions about faculty hiring and promotion are more fair and transparent. Compensation and benefits better reflect the contribution you make to the mission of Queen's.

Faculty across campus have been extremely supportive of our unionization campaign. You have inspired us about what is possible. QUFA has demonstrated leadership and courage in the face of attempts to blame faculty salaries and the collective agreements for the financial troubles of the university. QUFA has been a strong voice for reason, caution and transparency. You constantly challenge the university to remember its core mission.

During our campaign, faculty have given us moral support in many ways. Your support is visible by putting posters on your office doors. Your letters of support have appeared on our website, in our campaign literature and in the Gazette. Statements in QUFA Voices have sent a message of support for staff and demonstrated your respect for the role that staff play in fulfilling the mission of this university. Faculty support has helped to communicate the message that collective bargaining rights are entirely appropriate in a university setting. Thank you.

We continue to reach out to our colleagues and build our campaign as quickly as possible, but our access to our colleagues has been severely restricted by the administration. We need your continued support as we progress toward our vote and create our own representation. Faculty have asked us what they can do to support our efforts and here are some ideas:

- If you haven't already, take a campaign poster and hang it on your office door. If you have already posted one, take a poster and ask a colleague to hang it. Stick a note on your poster declaring your office a free speech zone for staff who are restricted from discussing it in their own office!
- Take a few minutes to write a brief statement of support for our campaign. E-mail it to us and we will post it on our website and share it with staff all across campus. Don't underestimate the impact that your statements of support have made!
- Vote in faculty meetings to affirm free speech rights in your department common areas like lounges and conference rooms. Communicate the results of your vote to Human Resources, QUSA and our campaign.

And please know that many **staff employees appreciate what you are doing through QUFA to hold the Administration accountable and to ensure transparent, rational decisions about the university's finances.** QUFA's defence of your collective agreement is a bulwark against hasty cuts and take-aways that could threaten all University employees and erode the quality of education here at Queen's.

Thank you again for everything you have done to support our efforts.

Sincerely ,

Steering Committee – Queen's Staff Union Campaign

Maureen Bartram, Centre for International Relations

Gillian Berry, Office of the University Registrar

Linda Graham, Department of Film and Media

Kathy Hoover, Department of Geography

Carol Johnson, Faculty of Law

Carol Kavanaugh, Faculty of Arts & Science

Karen MacIntyre, School of Environmental Studies

Lisa Marzano, School of Graduate Studies

Lisa Neumann, Faculty of Arts and Science

Cheryl Power, School of Rehabilitation Therapy

Mark Publicover, Department of Geography

Phyllis Reid, Faculty of Law

Kelly J. Smith, Faculty of Arts & Science

Debbie Stirton-Massey, Department of History

William Syroid, Central Heating Plant