

OCUFA

Ontario Confederation of University Faculty Associations
Union des Associations des Professeurs des Universités de l'Ontario

December 4, 2009

The Executive
Queen's University Faculty Association
9 St. Lawrence Avenue
Queen's University
Kingston, ON K7L 3N6

Dear Professor Christie:

On behalf of the 15,000 of your fellow faculty and academic librarians across the province, please allow me to congratulate you and your colleagues in the Queen's University Faculty Association for resisting the Administration's unreasonable bargaining position, especially its insistence on a two per cent salary roll back.

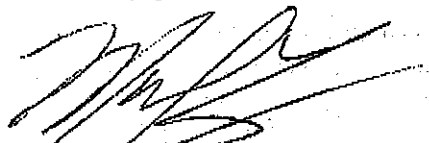
This rollback is completely unnecessary, unjustified -- and unparalleled. This demand has not appeared at any other bargaining table in Ontario, even at universities whose financial strength is not as robust as Queen's. This year, faculty association salary settlements are in the area of three per cent per year.

Queen's University's balance sheet is not a financial outlier. It is as healthy as any other university's. Your collective agreement is not an outlier. Your terms and conditions of employment are in line with other Ontario faculty association collective agreements.

Moreover, the government has shown no sign of cutting university funding, so there is no imaginary future wolf at the door. We would all like to see more investment in the system, but there is no justification whatsoever for the Administration's gratuitous attack on your salaries. Nor are we impressed by the principal's gesture of sharing in the pain he wants to inflict on you. Queen's senior administrators' salary increases -- one as high as a 35 per cent increase in one year -- far outpace faculty association raises.

We pledge our full support should the Administration not come to its senses and retract its untenable demands.

With every good wish and in solidarity,



Professor Mark Langer
President, OCUFA