



QUFA

Queen's University Faculty Association

September 24, 2008

Dr. Tom Williams
Principal and Vice-Chancellor
140 Dunning Hall
Queen's University

Dear Dr. Williams,

Thank you again for agreeing to meet with members of QUFA's Executive and Council of Representatives last week. There was a lot of information exchanged at the meeting and I thought that it served as a good beginning to what I hope will become better communication and a positive working relationship between QUFA and the University.

The reason for this letter is to follow up on an issue that was raised at the meeting concerning positions that the University has taken with respect to the staff unionization drive. In particular, the QUFA Executive is very troubled by the university positions regarding e-mail communications, posters and availability of meeting rooms with regards to the staff unionization drive. These were not positions adopted by the University during QUFA's two unionization drives nor, as we understand, are these positions being adopted in other unionization drives on campus. Employees need to be fully informed and have the ability to discuss and consider all options in making their decision about an extremely important workplace issue that, Rod Morrison characterized in his memo to all employees dated June 23, 2008 as one that "affects the employee, his/her family and colleagues."

While the University has posted a web page about the ongoing unionization drives on the Human Resource website, the responses provided to some of the questions about unionization on the FAQ page are clearly worded to "engender apprehension regarding unions and unionization," as one of my colleagues so aptly stated. In particular, the response to the question, "How is the amount of union dues established and what would I pay?" strays far from "neutral" relying instead on strong negative editorializing and characterizations that create extremely biased impressions. The QUFA Executive finds these tactics particularly offensive and denounces them as thinly veiled attempts to sway opinion.

The use of tactics that may have a chilling effect on the free expression of ideas, exchange of information and open discussion among members of the Queen's community is alarming. Given the principles that are at the heart of academic institutions, principles that go to the heart of academic freedom, QUFA's Executive is very distressed by what appears to be the University's unwillingness to uphold these principles with respect to all employees.

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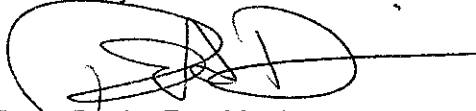


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Principal Williams, I would like to draw your attention one more time to the QUFA Executive' "Pledge of Neutrality" posted on QUFA's web site (<http://www.qufa.ca>). The employee groups have asked QUFA to actively participate in their unionization drives, but the QUFA Executive has continued to respect the pledge by not actively interfering in or influencing the decision-making process. We again challenge you to make the same pledge with respect to all ongoing unionization drives on campus.

In closing, the QUFA Executive asks that you allow others the same free access to information and ability to freely communicate and assemble as QUFA enjoyed during its two unionization drives, for the full-time bargaining unit and for the sessional bargaining unit.

Yours truly



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QUFA

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