

June 20, 2008

Support for Unionization of Employees at Queen's

Support Statements:

QUFA's Executive recognizes the right of Teaching Assistants and Teaching Fellows at Queen's University to organize as a certified bargaining unit and encourages and supports them in their efforts to do so.

QUFA's Executive recognizes the right of Queen's University's administrative staff and other non-unionized employees to organize as a certified bargaining unit and encourages and supports them in their efforts to do so.

Pledge of Respect Resolution from the QUFA Executive:

Whereas the freedom of association and unionization is a fundamental human right, protected by Canada's Charter of Rights and by Ontario's Labour Relations Act, 1995,

And whereas the freedom of inquiry and exchange of ideas is one of the core principle values of the Queen's University community,

And whereas the *Ontario Labour relations Act (1995)* requires that "no person acting on behalf of an employer or an employers' organization shall participate in or interfere with the formation, selection or administration of a trade union," including the use of "coercion, intimidation, threats, promises, or undue influence,"

Therefore be it resolved that the Queen's University Faculty Association (QUFA) Executive adopts a Pledge of Respect to promote and affirm the right of Queen's University staff employees, teaching assistants, and teaching fellows to discuss and decide the question of unionization free from employer interference,

Be it further resolved that QUFA calls on its members, whose administrative responsibilities require them to manage administrative support staff and other potential bargaining unit members, and/or to supervise teaching assistants and teaching fellows to remain neutral during their decision-making process.

And finally, QUFA calls on Principal Williams and the university administration to adopt this Pledge of Respect for Queen's staff, teaching assistants and teaching fellows and remain neutral throughout their decision-making process regarding unionization.