



QUFA Executive Election 2022

CANDIDATES' STATEMENT

Nominee for Vice President (Self-Nominated)

Adèle Mercier

Associate Professor

Philosophy

Candidate's Bio

(1992: MA/PhD Philosophy/Logic, MA/PhD Linguistics, UCLA, Stanford, CNRS-Paris)

Candidate's Statement

I have the distinction of being the first academic in the history of Canada to win punitive damages against a university in Labour Arbitration, for “unfair, unreasonable, extraordinary, unprecedented, deliberate and therefore egregious” treatment ...in case you imagine our ever-increasingly entitled managers incapable of such. (I am not exceptional; egregious treatment befell others before me; you might be next.) In the inexplicable ten years it took QUFA to arbitrate a single grievance, I learned an extraordinary amount about Labour Law, and the functioning of QUFA.

A grievance without threat of arbitration is nothing other than a wishful plea to managers to undo what they have done, every time a capitulation to management whim. Yet shockingly – given the numerous grievances QUFA members file yearly—I also have the distinction of being the **only** member in the history of this union whose grievance was brought to arbitration (a fact I attribute to my being accompanied by my own lawyer... which begs many questions about why we pay a union). Three times more members have filed external complaints against QUFA, than have been externally defended by it. Let that sink in.

This must change. IMHO, *pace* ex-president Hanson (QUFA Voices, Sept 2020), the purpose of QUFA is not participating in a “movement”, but **defending the Collective Agreement**: protecting academic freedom, honest debate and criticism, working conditions against precarity, professor-student ratios, and members from arbitrary judgments and hired-gun investigations with predetermined outcomes.

To those ends, a Collective Agreement must be clear and unambiguous, devoid of weasel words and logical nonsense (like 'and' meaning 'or'), so that both members and management know exactly what the rules are. There is enormous work to do.

Vote for me if, but only if, you share *this* notion of purpose, and expect a forceful, efficient union run with integrity and courage.