



ryerson faculty association

Dr. Patrick Deane
President and Vice-Chancellor
238 Gilmour Hall
McMaster University
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Date: 12 Nov, 2015

Dear President Deane,

We are writing on behalf of the Ryerson Faculty Association (RFA) to express our serious concerns about the administration's unwillingness to bargain a fair and equitable agreement with the McMaster University Academic Librarians' Association (MUALA). We strongly condemn the administration's vicious attack on the academic freedom, academic status, benefits, compensation and overall rights of University Librarians.

MUALA had urged the administration to negotiate a fair and affordable agreement through the collective bargaining process, but your refusal to accept the offer of negotiating a fair deal had forced the librarians to strongly vote in favour of a strike mandate. MUALA's request for a "No Board" report sets a potential strike/lockout date of November 20, 2015. It is regrettable that the administration's tactics of intimidation has forced such an outcome.

University Librarians play a fundamental role in every aspect of higher education. It is the expertise and the specialization of the librarian that disseminates knowledge and information to both students and faculty. Academic freedom is crucial to librarians, since they are responsible for making information, ideas and facts easily and widely accessible. Librarians have always been the key players in the struggles over intellectual property rights and copyright protection. The role of Librarians has become even more crucial to guide and facilitate faculty and students in the evolving world of online education and digital literacy today.

We fully support McMaster University Academic Librarians' Association in their negotiation of a fair and just settlement. The administration's heavy-handed approach undermines the principles of collective bargaining process and collegial governance. We strongly urge you to withdraw the threat to inflict unjust terms and conditions on McMaster University Academic Librarians, and to return to the bargaining table to reach a negotiated settlement with the McMaster University Academic Librarians' Association.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Peter Danziger'.

Peter Danziger (President, RFA)

A handwritten signature in blue ink, appearing to read 'Rahul Sapra'.

Rahul Sapra (Vice President External, RFA)

cc: Laura Banfield, President McMaster University Academic Librarians' Association.
mualapresident@gmail.com