



November 3, 2015

Dr. Patrick Deane
President and Vice-Chancellor
238 Gilmour Hall
McMaster University
1280 Main St W
Hamilton, Ontario L8S 4L8
presdnt@mcmaster.ca

Dear President Deane:

On behalf of the Queen's University Librarians and Archivists (QULA) association, I am writing to express our support for McMaster's librarians during their protracted contract negotiations with the University Administration and our deep concern over the punitive proposals the Administration has put forward.

We recently learned that the Administration's initial proposals included the following:

- Delete the requirement to use a search committee in the hiring process and the inclusion of members of the McMaster University Academic Librarians' Association (MUALA) on the committee;
- Delete substantial portions of procedures and criteria associated with promotions and evaluations;
- Exclude contributions to MUALA as professional service;
- Delete the right not to do the work of other striking or locked-out employees;
- Delete most MUALA rights to release time to engage in union activities; and
- Exclude work with external organizations as part of academic service¹.

And that the following issues remain unresolved:

- Delete substantial portions of procedures and criteria associated with promotions;
- Exclude contributions to MUALA as professional service; and
- Exclude work with external organizations as part of academic service.

These shocking demands are in neither party's best interest. As the York University Faculty Association's Library Chapter has observed, the University's proposals "are a full-out attack on the academic status, roles and responsibilities of librarians at McMaster."²

¹ <http://www.muala.ca/wp/bargaining-update-3/>

² <https://yufalib.wordpress.com/2015/10/16/statement-on-muala-strike-vote/>

Understandably, McMaster's librarians have voted unanimously to authorize strike action if necessary. These proposals strike at the heart of McMaster's librarians' ability to engage and contribute as integral members of the academic community, to participate in collegial governance, to serve in professional and scholarly organizations, to engage in professional development, and to represent McMaster externally.

We urge you to drop these demands that are so at odds with McMaster's academic mission and the role of academic librarians. We respectfully request that you instruct your bargaining team to resume bargaining with the aim of securing an agreement that enhances, rather than diminishes, the important role that librarians serve at McMaster.

Sincerely,

A handwritten signature in black ink, reading "Michael J. White". The signature is written in a cursive style with a large initial "M" and a prominent "J".

Michael J. White
QULA Chair, 2015-2016

Cc: Laura Banfield, president, McMaster University Academic Librarians' Association