



McMaster University Academic Librarians' Association

c/o MUFA (McMaster University Faculty Association)

Hamilton Hall Room 103A

McMaster University 1280 Main St. W. Hamilton ON L8S 4K1

contact@muala.ca | www.muala.ca

19th Sept. 2019

Paul Jenkins

Chair, Board of Governors, Western University

Alan Shepard,

President, Western University

Andrew Hrymak

Provost, Western University

Dear Mr. Jenkins, Dr. Shepard, and Dr. Hrymak,

We, the members of the McMaster University Academic Librarians Association (MUALA), are writing to express our firm support for the Librarian and Archivist members of the University of Western Ontario Faculty Association (UWOFA) in their efforts to reach a fair agreement with you.

It is shocking and intensely dispiriting to see UWOFA's librarians and archivists on the edge of labour action given the tireless and diligent work they do and the central role they play in providing the very services and research that defines the university on the provincial, national, and world stage.

It cannot have escaped your notice that your librarians' and archivists' rates of remuneration are already among the worst in our entire sector — a stain on the reputation of UWO, which is nominally one of Canada's top 15 research-intensive universities and allegedly prides itself on offering an excellent student experience. Using proposed wage restraint legislation that has not passed into law as an excuse to avoid discussing necessary compensation gains for your own librarians and archivists should be beneath you.

To see them further humiliated by having their efforts to secure professional autonomy and collegial governance rebuffed is unconscionable. Our UWOFA colleagues continue to work conscientiously and professionally, but overworked academics who are worried about their finances and denied a say in the collective governance of their workplace cannot continue to provide the level of service and scholarship that Western deserves.

MUALA has faith in the bargaining process, as do our librarian and archivist counterparts in UWOFA. We strongly urge the University to do its part, in good faith, to articulate an equitable and just collective agreement. It is critical that you work to avert job action that will adversely affect your reputation, the wellbeing of your employees, and a student population that is already reeling from punitive provincial cuts.

On behalf of the membership,

Myron Groover
President, MUALA