



McMaster University Academic Librarians' Association
c/o MUFA (McMaster University Faculty Association)
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Mr. Tom Palangio

Chair, Board of Governors, Nipissing University

Dr. Michael DeGagné

President, Nipissing University

18th October, 2019

Dear Mr. Palangio and Dr. DeGagné,

We, the members of the McMaster University Academic Librarians' Association (MUALA), are writing to express our firm support for our Nipissing University Faculty Association (NUFA) colleagues in their efforts to reach a fair agreement with you.

Support for fair pensions comparable to other institutions in the post-secondary sector should be obvious grounds for mutual cooperation between you and NUFA. In a similar vein, research support for faculty is a basic foundation of the academic enterprise — seeking to undermine this is a stain on Nipissing University's name.

Fostering fair working conditions, dignity, and respect for the contract faculty the academy increasingly depends on to meet its core functions should also be a matter of urgent concern for you; we are delighted that our NUFA colleagues recognise this and we call on you to do the same.

This is the second time in four years that Nipissing University's obstinacy at the bargaining table has precipitated potential labour action. The last time this happened, the resultant strike did tremendous damage to your students, your staff, and your standing as an organisation.

It would seem prudent, in a competitive education market, to do everything you can to strengthen your reputation by meeting the basic quality-of-work standards expected of any university in Canada.

We strongly urge you to demonstrate your commitment to your own institution by working with NUFA to avert job action and achieve a fair deal.

On behalf of the membership,

A handwritten signature in blue ink, appearing to read "Myron Groover", is written over a blue horizontal line. The signature is fluid and cursive.

Myron Groover
President, MUALA