



Dr. Marc Lamoureux, President  
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Dr. Alan Wildeman, President and Vice-Chancellor  
University of Windsor  
401 Sunset Avenue  
Windsor, Ontario N9B 3P4

Dear President Wildeman,

On behalf of the Association of Nova Scotia University Teachers (ANSUT), which represents eight institutions and over one thousand academics, I write to you to express our strong disapproval of the unacceptable tactics that the University of Windsor's administration, the Employer, has undertaken in its current round of collective bargaining with the Windsor University Faculty Association (WUFA).

In proposing to unilaterally change or suspend fundamental aspects of faculty working conditions and terms of employment, the Employer has violated Articles 70 and 73 of Ontario's *Labour Relations Act* (1995) by interfering with WUFA's duty as a trade union to represent its members and by attempting to bargain directly with members, thus undercutting WUFA's efforts to bargain in good faith at the table.

More egregiously, however, the Employer has used its legal right to change working conditions and terms of employment as a method of accomplishing its bargaining agenda away from the table and outside the collective bargaining process. By intimidating WUFA members—who have not even taken a strike vote, indicating their willingness to continue bargaining in good faith—the Employer seeks to weaken WUFA as a collective bargaining agent and to impose unilateral labour relations at the University of Windsor.

In Canada, the collective bargaining relationship between Employer and Employee is recognized and respected socially as well as legally. The Employer's conduct in this situation, which strikes at the very heart of the collective bargaining process, is therefore intolerable and unacceptable. It fundamentally harms the basic trust that our institutions need to function properly and to fulfill their mission. ANSUT therefore calls upon the Employer to cease employing these repugnant intimidation tactics, to restore trust that it will act in good faith, and to return to the bargaining table. Only in this way can a collective agreement that is fair and equitable to all parties be reached. We look forward to the Employer's announcement that it will continue to engage in the collective bargaining process, in good faith, with WUFA.

Sincerely,

Dr. Marc Lamoureux