

**QUFA Council Motion of Support of Fair Employment Week at Queen's University
October 2014**

Whereas Contract Academic Staff provide invaluable teaching, research and scholarly activity and service to the academic community; and

Whereas Contract Academic Staff contribute enormously to the quality of education that students expect and deserve at Queen's University, and for which they pay substantial tuition fees; and

Whereas post-secondary institutions across Canada and the United States, including Queen's University, have been relying on academic staff employed in contractually limited positions and graduate assistants to provide undergraduate instruction; and

Whereas these academic staff are generally paid at a significantly lesser rate than their tenured or tenure-track colleagues and have inferior benefits and working conditions, and much more limited or no job security; and

Whereas the limited rights of Contract Academic Staff at Queen's have come under serious attack in the last round of bargaining, with the Administration trying to put an end to job security and demanding more work for the same pay; and

Whereas Contract Academic Staff are dedicated and as qualified as regular faculty and deserve support to participate fully in all aspects of academic work; and

Whereas Students are best served by faculty who are secure in their employment, and who have good working conditions including fair compensation; and

Whereas a coalition of national and international unions, faculty associations and activists including the Canadian Association of University Teachers and American Association of University Professors have endorsed Fair Employment Week as a time to organize a variety of activities and events across Canada and the US in order to increase public awareness of these important issues,

Therefore be it Resolved

That QUFA Council endorses Fair Employment Week and improving working conditions for Contract Academic Staff; and

Therefore be further Resolved

That QUFA Council will contribute to informing members of the university community about Fair Employment Week, and will urge their support of its principles.