



Greetings,

On July 22, the University of Windsor's administration served notice to the Windsor University Faculty Association (WUFA) that it would unilaterally impose new terms and conditions of employment for all faculty members, effective Monday July 28. Such a move is outrageous and undermines the very principles of collective bargaining. The new terms and conditions of employment, which include a wage freeze and forced increase to member pension contributions, are drawn from an employer's proposal that was previously rejected by the WUFA negotiating team. The imposition of these terms is clearly designed to intimidate and divide the WUFA membership. Such disrespect for the union and for collective bargaining procedures must not be allowed to stand.

WUFA continues in its commitment to reaching a negotiated settlement at the table. CAUT extends full solidarity to our colleagues at WUFA and encourages them to stay strong and united in the face of these hostile tactics.

Further, we call on member associations to write to the University of Windsor administration urging them to rescind this unilateral alteration of faculty terms and conditions of employment. The employer should be urged in the strongest terms to commit to resolving this matter through the regular collective bargaining process.

Letters should be sent to:

Dr. Alan Wildeman, President & Vice-Chancellor Room 505 Chrysler Hall Tower  
401 Sunset Avenue  
Windsor, Ontario N9B 3P4  
[president@uwindsor.ca](mailto:president@uwindsor.ca)

And copied to:

Anne Forrest, President  
Windsor University Faculty Association  
[wufaprez@uwindsor.ca](mailto:wufaprez@uwindsor.ca)

In solidarity,

Robin Vose  
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