

June 17, 2023

An open letter to Our continuing and definite term colleagues, the members of the Faculty Association of the University of Waterloo generally, and the Board of Directors of FAUW,

The prolonged process of negotiating revisions to Policy 76/77 has understandably infuriated many lecturers. We write to express our concern over the path that this frustration has been channeled into. The certification project initiated by the lecturers-connect group will divide our segment of FAUW from our researcher colleagues. The consequences of this division may be quite negative for lecturers and FAUW more broadly. The FAUW board has endorsed an alternative that will formalize a division in the ranks of its membership, where we believe the path forward ought to involve the recognition of shared interests, and the deepening of solidarity through forums for mutual understanding and policy debate. Whether FAUW should become a certified union ought to be examined through a well-organized and open process, not rushed through in response to a separatist declaration of one contingent.

We the undersigned endorse the following propositions,

1. That a careful, inclusive and deliberative process is the only legitimate pathway to a union certification initiative;
2. That continuing and definite term lecturers should maintain their organizational ties with their research colleagues within FAUW, according to the existing representational principles;
3. That union certification, *if it is to be considered*, should be examined for all of FAUW, rather than a smaller subset of members.
4. That FAUW, in conjunction with the existing Lecturers Committee, strike a task force to formalize outstanding issues through constructive and open consultation of the entire lecturer community. The outcome of this task force should be a ranked list of priorities and a timeline for addressing these priorities in the next round of negotiations with the administration.

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