

Shelley Z. Reuter

Say YES to unifying our membership

Throughout my mandate as your Vice-President, members have repeatedly shared with me their concern that we are drifting away from first principles: Our primary responsibility is to protect academic freedom (Article 6, [Collective Agreement](#)) and working conditions (Article 2, [Constitution](#)) and to fulfil our duty of fair representation, a *legal* responsibility ([Article 47.2](#), QC Labour Code). But CUFA has become combative and confrontational, pulling us away from what should be our collective focus on things we can actually control. Indeed, our interactions have coarsened and CUFA is the most polarized it has ever been. I see this division as CUFA's **main challenge**; it is difficult to imagine solidarity in the current moment, when tensions within our union are at an all-time high.

Ever a work in progress – like our Collective Agreement – there is always room for improvement at CUFA. But we are at a critical crossroads and collectively we have an existential choice to make: Either we continue down this path of internecine conflict towards self-destruction, or we commit to constructive and ethical collaboration across the different levels of union governance. **My position** is that coming together is our only viable option. We can and must repair the deep fissures in our union before they become entrenched. This is the only way to maintain a workable relationship with the Employer, something in every member's interest in this period of uncertainty and austerity. I hope for the opportunity to continue serving the membership towards this end and ask that you re-elect me as Vice-President. If elected, my focus will be on fostering unity and greater engagement through constructive dialogue.

As an incumbent and a moderate, I bring to the role the essential **qualifications** of integrity, sound judgment, and realism – my pragmatic approach focuses on achievable goals and demonstrable results. **For much needed continuity amidst so much disruption, the role of Vice-President is best filled by someone experienced:** 12 years on the Executive, 3 years as CUFA's Communications Officer, 1 year as CUFA's representative on the Pension Committee, 3 years on the Benefits Committee, 1 year on the CAUT Executive, and 5 years on the CAUT Defense Fund.

Vote for me and say **YES** to getting CUFA back on track – to being the union we all want to see. Say **YES** to a return to collegiality at CUFA. And say **YES** to putting first principles first.