

## **René Lemieux**

Position Statement – Member-at-Large, CUFA

13 March 2026

University web page: <https://www.concordia.ca/faculty/rene-lemieux.html>

I am seeking election as Member-at-Large of CUFA because our union faces several important challenges that requires clarity, transparency, and collective resolve. Budget cuts and financial uncertainty are affecting universities across Quebec and Canada. Our role as a union is to defend the working conditions, professional recognition, and academic freedom of all our members. In negotiations with the employer, we must be clear about what gives the union its strength: the collective value of our labour. Our teaching, research, and service sustain the university, and that reality must guide how we defend our conditions of work.

My union engagement includes serving as a councillor at the Université de Sherbrooke (2019–2022) and, since 2024, as a councillor at Concordia University. These experiences have given me a strong understanding of union governance and member representation, and have allowed me to develop connections with colleagues involved in faculty unions across Quebec.

Recent discussions surrounding the two-year extension of the collective agreement have highlighted the importance of open debate within our union. The proposal raised significant questions regarding the exclusion of LTAs from the arrangement, the ambiguity of certain provisions, and the broader implications of postponing negotiations that could improve our working conditions. These discussions underscore that negotiations remain one of the union's most important sources of leverage and must be used strategically. In the current context, it is also essential that the university administration demonstrate greater transparency regarding financial decisions and that faculty have a meaningful role in discussions about the institution's future.

I also believe CUFA should take a more visible and active role within the Fédération québécoise des professeures et professeurs d'université (FQPPU) and in broader inter-union collaborations in Quebec. Many decisions affecting universities are made at the provincial level, and faculty unions must coordinate their efforts to defend the university sector and the people who work in it.

Finally, the rapid development of artificial intelligence raises important questions about academic labour. CUFA should work toward clear guidelines governing administrative uses of AI and ensure that any technological changes do not increase faculty workload or erode working conditions.

If elected, I will make myself available both to the Executive and the membership. A strong union depends on maintaining open dialogue with its membership and ensuring greater transparency in decision-making.