



**District 6**  
**Ontario & Atlantic Provinces**

**Wayne Fraser**  
District Director

**Marie Kelly**  
Assistant to the Director

June 12, 2008

Dr. Tom Williams, Principal and Vice-Chancellor  
Queen's University  
94 University Avenue  
140 Dunning Hall  
Kingston, ON CAN  
K7L 3N6

Dear Principal Williams:

Greetings from the **United Steelworkers (USW)**. In recent months, Queen's support staff have been engaged in a process of information gathering about union representation options. The USW is honoured to be selected as the "union of choice" and by the support shown to us by Queen's staff.

Activities by the *Queen's University Staff Association* (initiation of union fair), and by the *Working Group on Unionization* (investigative and educational process), have made it clear that there is significant support for union membership among Queen's staff.

The purpose of this letter is to inform Queen's University that, building on these activities, the USW has begun an effort to achieve collective bargaining rights for currently non-represented Queen's staff. In this organizing effort, our union will display our high regard for the mission and values of Queen's University. Indeed, it is our belief that USW membership will aid staff in playing a key role in the ongoing realization of the University's values.

Given Queen's mission, values, and its role as a prominent and respected member of the public community, we know that we can expect Queen's University to fully observe both the letter and the spirit of the Ontario Labour Relations Act. We are confident that Queen's staff will continue to conduct themselves in a professional manner while carrying out their employment responsibilities.

We will soon be establishing a Queen's University campaign office near campus, but in the interim if any member of Queen's University administration wishes to contact the USW, you can do so by email at [bjames@usw.ca](mailto:bjames@usw.ca) or to my colleague Omero Landi ([olandi@usw.ca](mailto:olandi@usw.ca)) or in writing at this address.

Sincerely,

A handwritten signature in black ink that reads "Brad James". The signature is written in a cursive style with a large, stylized initial "B".

Brad James, District Representative

cc. QUSW Steering Committee  
QUSA