

November 8, 2011

Dr. H. E. A. Campbell
President and Vice-Chancellor
University of New Brunswick
Hand-delivered/Campus Mail

Dear Dr. Campbell

We are writing because it has come to our attention that in an appearance before the Labour and Employment Board, the administration has taken the position that permitting APT employees to sign union cards at the AUNBT office is illegal.

This appears to be a continuation of the administration's earlier interference with the organizing drive conducted by the Public Service Alliance of Canada as a similar written communication was received by their offices, but not, significantly, by AUNBT.

The use of the AUNBT office for union business is a right under both the full-time and CAE collective agreements. We object in the strongest terms to the suggestion that permitting employees to sign union cards is an instance of illegality.

Both the highest law of the land, the *Canadian Charter of Rights and Freedoms* and the *Industrial Relations Act* of New Brunswick guarantee the fundamental freedom of all employees to join a trade union.

APT employees, like all other New Brunswickers, have the right to join a union of their choice. The only known mechanism for becoming a union member in the context of an organizing drive is to sign a union card. Since signing a union card is the only way to exercise the rights under the *Industrial Relations Act*, prohibiting or hindering employees signing cards violates that right.

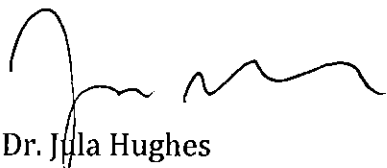
We understand that the administration further takes the position that it has the right to limit or prohibit organizing activities on campus. This position is simply not supported by the extensive jurisprudence of the Labour and Employment Board on this point. The Board has consistently held that a union may not interfere with the operations of the employer, but that organizing activities that do not disrupt the operations are protected and lawful.

Providing APT employees with an opportunity to sign cards on campus during their breaks does not interfere with the operation of UNB. Thus, the allegation of illegality is clearly wrong. Instead, the administration is unlawfully interfering with the right of employees to join a trade union if they so choose.

We wish to remind you that as university teachers, our obligations to teaching good citizenship do not end when we leave the classroom. The way we conduct our daily business will speak, sometimes louder than our lecture notes, about our support (or disdain) for the rule of law, the constitution and the rights and freedoms of citizens.

We therefore urge you to cease the interference with the PSAC organizing drive and to retract your allegations of illegality. Employees should be allowed to choose freely and without fear. Your strategic plan commits UNB to being a good employer. Nobody wants to work for Walmart U. Please join us in striving for a better UNB.

Yours truly,

A handwritten signature in black ink, appearing to read 'Julia Hughes', with a large, stylized initial 'J'.

Dr. Julia Hughes
President/AUNBT