

**2016 OCUFA LORIMER AWARD**  
CITATION FOR ALLAN MANSON

**OCUFA**

Ontario Confederation of University Faculty Associations  
Union des Associations des Professeurs des Universités de l'Ontario



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### **Read by Judy Bates, OCUFA President**

The Lorimer Award was established in honour of Doug and Joyce Lorimer, both of whom are here today, and who were instrumental in advancing faculty association collective bargaining in Ontario. This award recognizes outstanding contributions to improving the conditions of employment of university faculty through bargaining.

It is hard enough work negotiating changes to an existing collective agreement, never mind negotiating a new collective agreement for an uncertified faculty association. Fortunately, for the Queen's University Faculty Association, they had Allan Manson on their side.

As Chief Negotiator for QUFA's first collective agreement, and a driving force behind their certification, Allan had to reassure a trepidatious membership and confront a combative administration. In fact, his leadership at the bargaining table was so principled and thoughtful that his performance was praised by both sides, and the faculty association's relationship with the administration actually improved.

For more than two decades, Allan played a critical role at QUFA, chairing the QUFA Council, sitting on the Executive Committee, and serving as Chief Negotiator of four collective agreements. Allan understood that by maintaining strong communications with its members at all times, not just during bargaining, QUFA could be even more effective. He also knew the importance of reaching out and building solidarity with other campus groups.

Allan never ceased fighting for the rights of QUFA's most vulnerable members. Whether it was about pay inequity or the exploitation of contract faculty, his work solidified the understanding at Queen's that it is through the union that equity is secured.

Over the years, other faculty associations have called on Allan to consult about their organizing and negotiating strategies. He has served as an OCUFA Director, a member of OCUFA's Collective Bargaining Committee, and nationally on CAUT's Academic Freedom and Tenure Committee. Although he retired in 2015, Allan has left us with a legacy of principled collective action.



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For his passion, his tireless persistence, his sense of fairness, and his commitment to improving the lives of his fellow members through the bargaining process, I am honoured to present Allan Manson with the 2016 Lorimer Award.