

CITATION FOR PATRICIA A. FINN B.A., LL.M.

Read by Doug Lorimer

Six weeks after the conclusion of the first negotiated academic staff collective agreement in Ontario, Pat Finn, who had written the first Status of Women report for Carleton University, unionized the support staff and served on their bargaining team, was hired as the first full time employee of CUASA. For the next 32 years, Pat was a member of every bargaining team CUASA fielded providing consistency, experience and detailed knowledge of the agreement and its provisions. To ensure that knowledge was not forgotten, she wrote an Annotated Collective Agreement detailing the changes and their rationale from 1975 to the present.

During her time on the various bargaining teams Pat was responsible for several significant advances. At a time when there was no government funded maternity leave, Pat bargained a fully employer paid maternity leave of 12 weeks. Pat made gains for librarians and instructors by tying their respective floors to the floor of the Assistant Professor rank pulling up their salaries and ensuring that they remain at the same proportion rather than drifting lower. The Research Achievement Awards at Carleton were Pat's invention in response to the employer's insistence on merit awards.

As an experienced negotiator, Pat was an early trainer for CAUT in the 1980's. Pat also served as a Workshop Leader, Collective Bargaining for CALCUL (Canadian University Librarians). Pat has appeared on various panels such as the OCUFA panel on bargaining women's issues and was the keynote speaker at NTEU (Melbourne, Australia) on "Why Women Need to Get Involved in their Union" and "Process of Negotiations, Networking and Information Sharing for Enterprise Bargaining Teams" (Sydney, Australia).

Seconded to CAUT, Pat wrote the first draft of the UNESCO Recommendation on Higher Education Teaching Personnel. A prolific writer of manuals and guides, Pat produced a Bargaining Handbook, a Strike Manual and a Guide to Supporting Other Campus Unions on Strike.

With her labour law background, Pat was effective on the grievance front of defending and ensuring compliance with the collective agreement and in resolving grievances informally with the employer minimizing the necessity for expensive grievance resolution processes. Pat also taught labour law at Carleton as a sessional instructor.

Most importantly, Pat was always willing to lend a hand to others. At the request of CAUT she went to Queens' University to assist in the early stages of seeking unionization. When I was first bargaining, I called Pat for information and advice and she was quick to grasp what I needed and provided helpful responses.

For all these reasons, I believe there is no more fitting recipient of the inaugural Doug and Joyce Lorimer Award than Pat Finn.