

2009-10 OCUFA LORIMER AWARD

CITATION FOR MIKE DAWES

The logo for OCUFA, consisting of the letters 'OCUFA' in a bold, blue, sans-serif font. The letters are slightly shadowed, giving them a three-dimensional appearance.

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



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Read by Ian Sakinofsky, Chair, OCUFA Collective Bargaining Committee

Dr. A.M. Dawes has been an Associate Professor in the Department of Mathematics at the University of Western Ontario since 1978. Mike became a member of the UWOFA executive in 1987-88 and continuously served on the Executive becoming Vice President in 1990-91; President in 1991-92; and Chair of the Salary Negotiating Team in 1992-93.

As UWOFA began to undertake a review of bargaining options during the mid-1990s, prior to Certification, Mike became a key advisor to the Comprehensive Agreement negotiating team, and when this effort failed, he joined in the certification drive. When UWOFA finally certified in the spring of 1998, he became the obvious choice for the union's first, and to date, only Chief Negotiator. When the Librarians and Archivists certified in 2004 and became the second UWOFA Bargaining Unit, Mike was once again called upon to be their Chief Negotiator and has seen them through two rounds of negotiations.

Through the lengthy process of Contract Committee and Salary Committee preparations, Mike was the unifying force with the rare gift of both contract language development and salary data and modeling. UWOFA was among the first and largest of faculty unions to forge ahead with a combined bargaining unit inclusive of both full-time and part-time members. In successive negotiations, Mike has been at the forefront of UWOFA's attempts to improve the delivery of quality education through better collective agreements. He has modeled the principle of collegial consensus among a 'community of scholars' in his broader service work with OCUFA and CAUT.

Mike Dawes is universally admired for his skills as a team builder, and as a skilled, patient, and remarkably adept negotiator. His knowledge of labour law, university policies and history, his concern for equity, and his inclusive leadership style, have served UWOFA, and indeed the wider university community, so well during the years that he has been at the helm.

Currently engaged in his final set of negotiations prior to his retirement, Mike has once again meticulously prepared his team, coached and mentored new members, built consensus within the Association, and never lost sight of the goal: better working conditions and more collegial relations at Western. As the Administration's Chief Negotiators come and go, UWOFA has been blessed with the consistency, experience, and knowledge of a seasoned and unflappable Chief Negotiator. He will leave big shoes to fill by his successors, but he has laid the groundwork of a solid and maturing collective agreement and union membership. The receipt of OCUFA's Lorimer Award is a fitting recognition to the dedicated and outstanding contributions of Mike Dawes, and we are proud to confer it upon him.