



Unit 1 Contract Education Workers
Department of Anthropology
January 29th, 2021

Dear Chair and Faculty of the Department of Anthropology,

As you likely already know, Unit 1 contract education workers (namely Teaching Assistants, Course Instructors, and Invigilators) are currently bargaining for a new Collective Agreement. The contract education workers of the Department of Anthropology support our Unit 1 bargaining team, and need a fairer Collective Agreement more than ever before. As such, we formally request that department leadership acknowledge the receipt of and endorse the following statement:

The Department of Anthropology acknowledges that Unit 1 of C.U.P.E. 3902 (Teaching Assistants, Course Instructors, and Invigilators) is currently bargaining with the University of Toronto (U of T). C.U.P.E. 3902's [main priorities](#) for this round of bargaining are to improve workload standards, foster inclusion and anti-oppression at U of T, increase compensation and job security, and promote (mental) health and safety. As faculty of the Department of Anthropology, we support our graduate students from C.U.P.E. 3902 in their efforts to demand a fair, safe, and just workplace at U of T. Specifically, the Department pledges to 1) reject any policies of academic continuity passed by University administration, 2) not hire any contract labour to replace striking workers and 3) refuse to compel any students to perform educational labour independent of labour decisions made by the Union with financial compensation from budgetary lines that were not already dedicated to wages, or by use of threats to academic completion. By taking this stance, the Department acknowledges the importance of unionized student labour to its teaching operations and upholds Unit 1's right to a good faith bargaining climate. The Department wishes its Unit 1 employees an equitable bargaining round regardless of potential labour disruptions and will contribute to fostering a supportive environment.



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The contract education workers of the Department of Anthropology greatly appreciate the support that the chair and departmental faculty have given to graduate students formally and informally in the past, most especially your proactive response to the COVID-19 pandemic. We believe that the Department of Anthropology can lead by example again in advocating for an equitable university.

Sincerely,

The Unit 1 Contract Education Workers of the Department of Anthropology:

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Ken Holyoke

Jason Hirsch

Patrick Lee

Shozab Raza

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