

Dear Professor Allen, Professor Bender, Professor Shoichet, Professor Master, and Professor Saville,

On December 1, 2020, the graduate student educators (Teaching Assistants, Course Instructors, Invigilators) of the Department of Chemical Engineering and Applied Chemistry held our first meeting for the 2020/2021 Unit 1 bargaining session. At this meeting members unanimously voted to endorse the bargaining priorities of CUPE 3902, Unit 1. We believe that by improving workload standards, promoting inclusion and anti-oppression, ensuring fair compensation and job security, and prioritizing (mental) health and safety, we can create a better environment for students and TAs alike to flourish at the University of Toronto. We have seen in your policies, especially in response to the pandemic, that these issues are a priority for the Department. We kindly request your continued support in our efforts to negotiate a new collective agreement by endorsing the following statement drafted by the graduate student educators of our department:

I, [[your name]], [[your title]] of the Department of Chemical Engineering and Applied Chemistry, acknowledge and support the bargaining goals of Unit 1 of CUPE 3902 (Teaching Assistants, Course Instructors, and Invigilators) of improving workload standards, fostering inclusion and anti-oppression at U of T, increasing compensation and job security, and promoting (mental) health and safety.

We would also like to acknowledge and highlight our Department's pervasive breach of the collective agreement's hiring practices, specifically how the Department does not issue subsequent appointments or notify unsuccessful applicants to TA positions. We understand the extenuating circumstances within our Department that contributed to these problems, but nonetheless request we are notified of our unsuccessful applications starting in the Fall 2021 semester and that subsequent appointments will be consistently offered and assigned as detailed in article 16:06 of the Collective Agreement. We request your endorsement of the following statement (or draft your own statement) regarding these breaches of the Collective Agreement:

I recognize the Department of Chemical Engineering and Applied Chemistry has breached its duty to issue notices of subsequent appointments and issue notices of unsuccessful Unit 1 work applications. The Department will promptly work to fix these problems, guaranteeing that graduate student educators receive their notice of subsequent appointments following the timelines specified in article 16:06 of the Collective Agreement and that they are notified of unsuccessful Unit 1 work applications starting with the open round of the Fall 2021 postings.

The graduate student educators of our department greatly appreciate the support that the Department of Chemical Engineering and Applied Chemistry faculty have given to graduate students in the past. We believe our department can lead by example in advocating for an equitable university.

Best wishes,

The Graduate Student Educators of the Department of Chemical Engineering and Applied Chemistry

Owen Mototsune
Seyedeh Maryam Sadegh Mousavi
Ericka Jayne Knee-Walden
Sadafnaz Kashi Kalhour
Adam Tetreault
Sergio Luna Nino
Ade Oyewole
Kiandokht Haddadi

AmirHossein Foroozan Ebrahimi
Tuntun Gaurav
Taylor Edwards
Anupama Achal Sharan
Karl Wagner
Mauricio Garcia Benitez
Ivana Perkucin
Noel Devaere
Mitchell Zak
Katherine Picott
David Wang
Sean Kinney
Elizabeth Maggs
Sheida Stephens
Dafni Giannari
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Juveria Siddiqui
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