



Unit 1 Contract Education Workers

Civil and Mineral Engineering

February 10th, 2021

Dear Chair and Faculty of the Civil and Mineral Engineering Department,

As you likely already know, Unit 1 Contract Academic workers (namely Teaching Assistants, Course Instructors, and Invigilators) are currently bargaining for a new Collective agreement. The contract education workers of the Civil and Mineral Engineering Department 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 Civil and Mineral Engineering Department acknowledges that Unit 1 of CUPE 3902 (Teaching Assistants, Course Instructors, and Invigilators) is currently bargaining with the University of Toronto (U of T). CUPE 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 Civil and Mineral Engineering Department, 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.

The contract education workers of the Civil and Mineral Engineering Department greatly appreciate the support that the chair and departmental faculty have given to graduate students formally and informally in the past. We believe that the Civil and Mineral Engineering Department can lead by example again in advocating for an equitable university.

Best wishes,

The Unit 1 Contract Education Workers of the Civil and Mineral Engineering Department:

Omar ElSamadisy

Farid Ahmadi Givi

Sara Torbatian

WenXun Hu

Usman Ahmed

Tianyi Chen

Marc Saleh

Vipulanathan

Praveen Siluvai Antony

Grace Crowe

Manmatharajan

Navis Kayhani

Sk Md Mashrur

Mohammad Faizus Salehin

Yu Zhang

Hossein Nasrazadani

Alaa Itani

Saeed Shakid

Jennifer Gordon

Michel Rahman

Hongzhou Zhang

Mohammad Amin Abedini

Soroush Sobhkhiz

Mostafa Kouchakzadeh

Samantha LeValley

Alexandre Milovanoff

Quijin Ma

Sanjana Hossain

Jack Wong

Ashlyn Cherian

Jason Fraser Hawkins

Ali Baynaghi

Yair Levin

Xiaoyu Wang

Arundahti Tewari

Christian Tiantian Ma

Raymond Ma

Maedot Andargie

Alireza Dianat

Ezinneifechukwunyelu

Yuan Cao

Ndubueze

Seyedkianoush

Alia Galal

Mousavichashmi

Sylvie Spaarkman

Sam Cherniak

Donna Vakalis

Hamed Shourabizadeh