



Unit 1 Contract Education Workers
Department of Ecology and Evolutionary Biology
February 11, 2021

Dear Chair and Faculty of the Department of Ecology and Evolutionary Biology,

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 Department of Ecology and Evolutionary Biology 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 Ecology and Evolutionary Biology 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 Department of Ecology and Evolutionary Biology, 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 EEB greatly appreciate the support that the chair and departmental faculty have given to graduate students formally and informally in the past, most especially during this turbulent year. We also appreciate the Department's efforts to foster an equitable, inclusive and welcoming environment through initiatives such as the Wellness Committee. We believe that the EEB Department can lead by example again in advocating for an equitable university.

Best wishes,

Unit 1 Contract Education Workers of the Department of Ecology and Evolutionary Biology:

Bianca Sacchi

Athmaja Viswanath

Georgy Sandler

Dale Pebesma

Radana Molnarova

Georgia A Henry

Madeline Jarvis-Cross

Bailey Hewitt

Tania Barrera

Ruben Cordero

Jill Sanderson

Tyler Kent

Julia Kreiner

Patrick Moldowan

Haoran Xue

Meng Yuan

Julia Boyle

Alejandro Izquierdo

Gigi Hoi

Kennedy Bucci

Lopez

Ashley Reynolds

Mariel Terebiznik

Hellen Fu

Peter Rodriguez