



English
UNIVERSITY OF TORONTO

16 December 2020

Mr Zak Jones
CUPE Representative
Graduate English Association

Dear Zak

Many thanks for your recent letter. It was good to meet with you yesterday. As you know, the Chair of the Department is a member of the University Administration and as such cannot formally endorse the letter of support you request. The reason being that it might be construed as compromising the University's bargaining position in future labor negotiations.

I can as an individual professor, however, express my general sympathy with your aims, specifically in pursuing a fair, safe, and just workplace environment at the University of Toronto. The well-being and career prospects of the Department's graduate students is central to all my concerns.

Good luck with your negotiations and I look forward to our meeting with the GEA and its CUPE representatives in the new year.

All the best for now,

A handwritten signature in black ink that reads "Paul Stevens". The signature is stylized and includes a horizontal line underneath.

Professor Paul Stevens, FRSC
Department of English
University of Toronto