

Open letter and motion to the Dept. of Geography & Planning regarding Unit 1 bargaining
December 9th, 2020

Dear Chair & Associate Chairs of the Department of Geography & Planning,

On December 2nd, 2020, the contract educators of Geography & Planning (Teaching Assistants, Course Instructors, Invigilators) held our first meeting for the 2020/2021 Unit 1 bargaining session. At this meeting, we unanimously voted to endorse the following letter and formally request that the Chair and Associate Chairs of Geography & Planning acknowledge receipt and endorse the following statement:

The Chair and Associate Chairs of Geography & Planning acknowledges that Unit 1 of CUPE 3902 (Teaching Assistants, Course Instructors, and Invigilators) is beginning its bargaining process with the University of Toronto. CUPE 3902's main priorities in this round of bargaining are to improve workload standards, foster inclusion and anti-oppression at UofT, increase compensation and job security, and promote (mental) health and safety.

As Chair and Associate Chairs of Geography & Planning, we support our colleagues' attempt to demand a fair, safe, and equitable workplace at the University of Toronto. Specifically, the Department of Geography & Planning pledges to 1) oppose any policies of academic continuity passed by University administration in a strike situation, 2) not hire any contract labour to replace striking workers and, 3) refuse to compel any graduate 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. In addition, the Department of Geography & Planning, with the intent of keeping faculty, staff, and students informed, will notify union-represented colleagues of any sizable departmental meeting, and invite them to provide bargaining updates during this process.

By taking this stance, the Chair and Associate Chairs of Geography & Planning acknowledge the importance of unionized contract labour to the Department's teaching operations and uphold contract educators' right to a climate of good faith bargaining.

The Department of Geography & Planning has, through its research, teaching, and direct action, consistently supported students and workers on this campus. Supporting a productive round of bargaining with CUPE 3902 will reflect this history. Once again, we believe the University of Toronto's Department of Geography & Planning can lead by example by advocating for an equitable university.

Best wishes,

The undersigned contract educators of Geography & Planning (represented by Unit 1, CUPE 3902) & allied faculty

Signatories:

Bronwyn Clement

Keisha St. Louis-McBurnie

Jae Page

Garrett Morgan

Demetra Barbacuta

Adam Zendel

Juan Carlos Jimenez

Laysa Abchiche Lima

Sinead Petrasek

Ziyue Zhang

Benjamin Patrick Butler

Avet Khachatryan

Dena Coffman

Emily Hawes

Yasmin Ali Khan

Sarah Robertshaw

Liam Fox

Jon Paul Mathias

Gabrielle Doiron

Lazar Konforti

Joshua Steckley

Sujata Thapa-Bhattarai

Sabrien Amrov

Olivia Bernard

Travis Bost

Katherine Yee

Sean Grisdale

Mike Lawler

Michelle Daigle

Zahra Moloo

Roxana Escobar

Sara Eng

Priya Patel

Casey Loudoun

Jonah Olsen

Meghan Gagliardi

Forrest Hisey

Hanlin Zhou

Sue Ruddick

Alexandra Simpson

Julie Han

Brooke Fleming

Laura Vaz-Jones

Catherine Jimenea