



## Unit 1 Contract Education Workers Department of Health and Society

Dear Jessica Fields,

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 student educators of the Department of Health and Society support our Unit 1 bargaining team, and need a fairer Collective Agreement more than ever before.

As such, we formally request that the Chair of the Interdisciplinary Centre for Health & Society acknowledge receipt of and endorse the following statement:

The chair of the Department of Health and Society acknowledges that Unit 1 of CUPE 3902 (Teaching Assistants, Course Instructors, and Invigilators) is bargaining with the University of Toronto. 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 chair of the Health and Society Department, I support our graduate students from C.U.P.E. 3902 in their efforts to demand a fair, safe, and just workplace at the University of Toronto. 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 their 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.



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Department of Health and Society

The Unit 1 contract academic workers of the Health and Society department greatly appreciate the support that faculty have given to graduate students in the past. Once again, we believe that departments at the University of Toronto Scarborough campus can lead by example in advocating for an equitable university.

Best wishes,

The Contract Student Educators of the Health and Society Department

<i><b>First Name</b></i>	<i><b>Last Name</b></i>
<i><b>Keith</b></i>	<i><b>Colaco</b></i>
<i><b>Natalia</b></i>	<i><b>Villanueva</b></i>
<i><b>Ramesh</b></i>	<i><b>Lamsal</b></i>
<i><b>Noah</b></i>	<i><b>Adams</b></i>
<i><b>Alyssa</b></i>	<i><b>Kelly</b></i>
<i><b>Gyuzel</b></i>	<i><b>Kamalova</b></i>
<i><b>Stephanie</b></i>	<i><b>Lanthier</b></i>
<i><b>Daniel</b></i>	<i><b>Eisenkraft Klein</b></i>
<i><b>Maimuna</b></i>	<i><b>Gias</b></i>
<i><b>Emmanuelle</b></i>	<i><b>Arpin</b></i>
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