

Dear Psychology Department Chairs,

We hope you are keeping safe and healthy during these challenging times. We wish to extend our gratitude to the department for its ongoing support to us as students and workers in mitigating the impacts of the pandemic.

With our Collective Agreement set to expire on December 31, 2020, Unit 1 of CUPE 3902 has begun its bargaining process with the University of Toronto. Over the last month, contract student educators (Teaching Assistants, Course Instructors, Invigilators) of the Psychology Department have approved and directly contributed to the proposed changes for the 2020/2021 Unit 1 bargaining session.

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**. We urge the Department to stand by its graduate students in their striving for a fair, safe, and just workplace at the University of Toronto. At this current time, we have sent this letter out to graduate educators in the department and held a meeting in the department to discuss this letter. **We unanimously voted to endorse the following letter and formally request that the chairs of Psychology acknowledge receipt and endorse the following statement:**

*The chair of the Psychology Department 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 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 Psychology Department, I support our graduate students/CUPE3902's attempt to demand a fair, safe, and just workplace at the University of Toronto.*

The psychology graduate student educators greatly appreciate the past support we have received from the Psychology Department. Unfortunately, the uphill battle we now face comes with additional challenges. The austerity measures of the recent Bill 124 will severely constrain our ability to collectively bargain for concrete gains that would begin to effectively address the chronic socio-economic precarity affecting many of us. Considering this, it is now more than ever that we will need to count on your support and solidarity.

We greatly appreciate your time and effort in reviewing this letter. Should you need any further clarification, please do not hesitate to let us know. We believe that the Psychology Department can lead by example by advocating for an equitable university.

In solidarity,

Graduate Student Educators of the Psychology Department