

Angela Hildyard  
Vice-President, Human Resources and Equity  
University of Toronto  
27 King's College Circle  
Toronto, ON M5S 1A1

March 3, 2015

Dear Professor Hildyard:

The Executive Committee of the University of Toronto Students' Union - representing over 50 thousand students at the University of Toronto - is calling on the University to negotiate in good faith with CUPE 3902 Unit 1 and end the strike as soon as possible.

As we advocate for lower tuition fees and a more accessible post-secondary education system, we cannot support the exploitation of those who teach us. Members of CUPE 3902 do 60% of teaching at the University of Toronto but their salaries account for only 3.5% of the University's annual operating budget. Course instructors are paid a fraction of what tenured professors receive for teaching the same courses, and our TAs are expected to make do with minimum funding packages of \$15,000, 35% below the Low-Income Cut-Off line.

We believe that people should be fairly compensated for their work. Some undergraduate students work as TAs and are members of CUPE 3902, and many more of us intend to pursue graduate degrees and will do so in the future. However, as tuition fees rise and the cost of living increases, graduate funding remains stagnant, making a graduate education increasingly unaffordable and inaccessible.

With class sizes of hundreds of students, - and over a thousand in some cases - the University relies on contract academic workers to facilitate our learning. We support our TAs, course instructors, laboratory assistants, exam invigilators and other members of CUPE 3902. We recognize that their working conditions are directly connected to our learning conditions. When the contracts of our TAs don't include enough time for responding to emails, meeting with us, or marking our work, our education suffers. If our course instructors have to take on multiple low-paying jobs to pay their bills, it affects their ability to provide quality teaching.

Please prioritize our education, and the working conditions of those who facilitate our learning and produce high quality research that is crucial to the academic reputation of the University of Toronto. We implore you to negotiate in good faith and offer a fair agreement to CUPE 3902, to end this strike immediately.

Regards,

Executive Committee of the University of Toronto Students' Union

cc: Provost Cheryl Regehr

cc: Alex Brat, Director of Labour Relations

cc: CUPE 3902