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Toronto, April 23rd 2025

To: Beth Creary, Carleton University Board of Governors Chair

I am writing on behalf the Syndicat des professeures et professeurs de l'Université de l'Ontario français (SPPUOF) in Toronto. Our union represents over 50 professors and sessional lecturers. Our university accepted its first students in 2021, we were accredited as a union in June 2023 and we have been negotiating our first collective agreement since . We have experienced first hand the stress of not having a collective agreement for our members.

The working conditions of the members of any faculty association directly affect the quality of education, research excellence, and student experiences of a university. Faculty go constantly above and beyond what is expected of them because they believe in the role of higher education. But they also demand recognition of that devotion to the mission of universities with fair working conditions. The SPPUOF supports CUASA members in their fight for reasonable workloads, access to mental health services, the removal of inequitable assessment for tenure and promotion, and for salary increases that will stop the inflationary erosion of their wages.

CUASA's work is central to the core mission of your university, its teaching and research. Carleton must re-evaluate budgeting decisions that diminish research and academic standards, weaken faculty governance, threaten academic freedom, and increase precarity in academic work. The SPPUOF urges Carleton University to give a fair deal to CUASA members to avoid a disruptive strike. And if you persist in not giving them a fair deal, please understand that CUASA will have our full support, not only from us as SPPUOF but also from unions from across Canada who form the CAUT. There have been several strikes in universities across Canada in recent years, and most of them have yielded victories for those on strike, often thanks to the support of students. The reputational damage to a university is however quite important, so we urge you to offer a fair and equitable deal to CUASA members to avoid a strike.



Leandro Vergara-Camus
Président du SPPUOF