



The Union for Teaching Assistants & Contract Instructors

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Beth Creary, Chair, Carleton University Board of Governors
Wisdom Tettey, President and Vice-Chancellor, Carleton University

On behalf of the CUPE 4600 Executive Board, we are writing to express our unwavering support for CUASA as you reach a crucial time in the Collective Bargaining process with them. The working conditions of CUASA members, much like the working conditions of Contract Instructors and Teaching Assistants that we represent, directly affect the quality of education and student experiences at Carleton University.

Increasing teaching workloads, refusing to discuss standardized TA to student ratios, and the continued use of teaching assessment tools (SEQ) for assessing tenure and promotion that have been proven to disadvantage minority faculty are all unacceptable. These proposals are deleterious to the core teaching mission of the university. The university's attempt to reduce CUASA members' access to robust mental health services as well as the inflationary erosion of wages adds insult to injury.

We stand firm in our support for CUASA in their fight for reasonable workloads, fair wages, and comprehensive health benefits including mental health. The future success of Carleton University requires prioritizing commitments to teaching excellence. This begins with a fair and equitable collective agreement with workers who provide most of the teaching labour on campus.

We urge you to offer a fair deal to CUASA at your upcoming mediation dates at the end of April. If you fail to reach a fair deal and CUASA goes on strike, we will encourage our members to join CUASA on the picket line in solidarity when possible and will strongly discourage our members from applying for any and all emergency Contract Instructor contracts should the University attempt to undermine CUASA's strike power over the summer semester.

In solidarity,

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