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

Dear Ms. Creary and Dr. Tettey,

On behalf of the York University Faculty Association, representing over 1600 full-time faculty members and librarians at York University, I write to express our solidarity with the Carleton University Academic Staff Association as they work toward a just and fair collective agreement.

The working conditions of CUASA members are the backbone of the Carleton University's mission and notably to the quality of education, research excellence, and overall student experience that Carleton can offer .

The York University Faculty Association fully supports CUASA's call for:

- Reasonable workloads that allow faculty to meaningfully engage in teaching, research, and service
- Access to mental health services that promote well-being and sustainability in academic work
- Fair and equitable assessment processes for tenure and promotion
- Wage adjustments that reflect the rising cost of living and protect against the inflationary erosion of compensation.

As a significant institution of higher learning, Carleton University's future depends on its commitment to research and academic excellence. This commitment must begin with a fair and equitable collective agreement for the faculty and academic staff who carry out the essential labour of teaching and scholarship.

We call on you to reevaluate budgeting decisions that diminish academic standards, weaken collegial governance, and exacerbate precarity among academic staff. These decisions not only threaten faculty well-being and academic freedom, they also threaten Carleton's long-term academic integrity.

As you enter mediation, we urge Carleton university's administration and Board of Governors to bargain in good faith with CUASA and to prioritize a resolution that respects the vital role CUASA members play in fulfilling Carleton's mission.

Sincerely,

Anna Zalik, Professor, York University
Vice-President External
York University Faculty Association