



28 February 2015

Dear Members of CUPE 3902,

Representing 1600 Teaching Assistants, Teaching Fellows, and Post-Doctoral Fellows at Queen's University, the PSAC 901 Executive Committee wishes to express its solidarity with CUPE 3902 Unit 1 at this crucial time. TAs, TFs, and Post-Doctoral Fellows at Queen's fully appreciate the dedicated work performed by Teaching Assistants at the University of Toronto, both in the classroom and at the negotiating table.

In order to attract graduate students, the UofT must provide competitive and fair salaries that allow them to live above the poverty line. The cost of living in Toronto is well-known to be astronomical, thus we stand by your effort to secure a reasonable living wage that reflects the real costs of living and mounting student debt among Teaching Assistants at UofT. As such, we also support your efforts to fight for an increase to the Fellowship Portion of the Guaranteed Minimum Funding Package and wage increases since students who are TAs should be focused on their studies and their students, not whether they can make rent or find enough to eat. We are confident that UofT has both the money and the obligation to begin paying TAs a reasonable living wage and we hope that the University will return to the table in good spirit and be ready to negotiate a fair package that respects the interests of CUPE 3902 members and the reputation of the institution itself to current and prospective graduate students and TAs.

We also support CUPE 3902's fight to increase healthcare benefits to its members, especially the goal of improving equitable access to healthcare for international students. We also heartily applaud your efforts to seek improvements in equity standards and protection from harassment and bullying at UofT while also seeking increased childcare funds and firmer accessible language regarding job security and hiring practices.

Finally, we applaud the CUPE 3902 membership's resounding support of their bargaining team and the local's most impressive social media campaign. The PSAC 901 Executive wishes our allies at 3902 the best of luck in its efforts and has our full support during your strike. Please feel free to post this letter on your solidarity webpage and send along to the Employer.

Best wishes,

Craig Berggold  
President  
For PSAC 901 Executive Committee  
Teaching Assistant, Teaching Fellow and Post-Doctoral Fellows Union  
Queen's University