

Delivered by E-mail to:

Glenna Raymond, Chair, Board of Governors  
Tim McTiernan, President  
Deborah Saucier, Provost

March 15, 2016

Dear Ms. Raymond, Dr. McTiernan and Dr. Saucier,

In just a few short days, the University of Ontario Institute on Technology (UOIT) could be facing its first ever faculty strike. There is not much time to avoid this outcome and it is essential that the UOIT administration take steps immediately to reach a fair and just settlement with the UOIT Faculty Association.

UOIT Faculty believe deeply in the future of the University. The time has come for UOIT faculty members to have a collective agreement comparable to other universities across Ontario.

UOIT Faculty need to have participation in university governance; they need fairness, equity and respect; and comparable pay and benefits with other universities across Ontario.

Tenure is the cornerstone of academic freedom, and is an essential protection for faculty to teach, research and serve the community. The collective agreement needs to enshrine a more collegial peer review process; this is standard at most universities.

Faculty play an key role at UOIT. Inclusive decision-making is important for the success of the university. Meaningful input from faculty makes the university better.

Faculty members have responsibilities for teaching, research and service. Faculty at UOIT are very concerned about workload and the balance of faculty responsibilities. The faculty need fair and equitable evaluations and to be treated with respect.

UOIT has the highest student-professor ratio in Ontario. At the same time, faculty are among the lowest paid with the worst benefits. UOIT must move to comparable pay with other Ontario universities. To offer such poorly paid faculty a zero wage increase over three years – at a time when other universities are increasing faculty wages – is unconscionable.

Students deserve the best possible education – with involved and engaged faculty who have fair workload and decent pay.

I support the UOIT Faculty Association and demand that you negotiate a fair collective agreement that avoids a strike.

Regards, Jim Freeman president Durham Region Labour Council

A handwritten signature in black ink that reads "Jim Freeman". The signature is fluid and cursive, with "Jim" on top and "Freeman" below it, slightly overlapping.