

Subject: Letter of Support to OUIT

Date: Tuesday, March 15, 2016 at 9:18:58 AM Eastern Daylight Time

From: rfa

To: g.raymond@uoit.ca, president@uoit.ca, provost@uoit.ca

CC: Denise Martins, mrosenfeld@ocufa.on.ca

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,

The Ryerson Faculty Association (RFA) is concerned that in just a few short days the University of Ontario Institute of 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 is deeply concerned about 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, conduct 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 a key role at UOIT. Inclusive decision-making is important for the success of the university. Meaningful input from faculty makes the university a better workplace. Faculty at UOIT are genuinely concerned about workload and the balance of faculty responsibilities. The faculty need fair and equitable evaluations and to be treated with respect.

The UOIT faculty are amongst the lowest paid with the worst benefits in Ontario. 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 totally unacceptable.

Furthermore, students deserve the best possible education, which can happen only with involved and engaged faculty who have fair workload and decent pay.

The Ryerson Faculty Association supports the UOIT Faculty Association and demands that you negotiate a fair collective agreement that avoids a strike.

Regards,

Peter Danziger (President, RFA) and Rahul Sapra (Vice President External, RFA).

