



Teaching Support Staff Union

November 23, 2015

TSSU Members,

On November 2-4, 2015 the TSSU Contract Committee held a poll of our membership on the monetary package we prepared to address several outstanding inequities faced by you.

We had a very high turnout from all sections of the membership and you left dozens of detailed responses in the feedback section of the survey. The members who attended the information section also asked many great questions and, with their questions answered, were strongly supportive of the plan presented.

On the question of forgoing a 0.5% wage increase to buy an improved EHB plan for TA/TM/SI and to buy equity in benefits for ELC/ITP Instructors (with the exception of pension), you voted 83% in favour. The Contract Committee has taken this mandate to the table and stuck firm to a monetary proposal that achieves as many of the benefit improvements as possible, within the amount of funding available.

On the question of graduate TAs & TMS (the majority of our membership) taking a reduced wage increase with the Employer savings going to fund equalization in pay for non-graduate student TAs & TMs (ETAs & ETMs / UTAs & UTMs), you voted an astounding 89% in favour. This selfless commitment to achieving equity in this bargaining round after more than 6 months of striking, has been upheld by your Contract Committee. We have not budged from our commitment to an equalized salary grid, and have only modified our position in an effort to assuage the Employer's costing methodology.

Together, we will build a stronger union and a stronger university. Nearly 2 years after you elected me to the Contract Committee, your strength and commitment to addressing collective problems, no matter the individual cost, is inspiring.

Solidarity,

A handwritten signature in blue ink, appearing to read "Derek Sahota", is written over a large, horizontal, blue oval scribble.

Derek Sahota
Chair & Contract Committee Member
Teaching Support Staff Union