

Dear President Joy Johnson and SFU Board of Governors,

As workers across three SFU campuses, we have been working tirelessly to make this community thrive under the difficult circumstances of the last years. We have come here united with one voice to say: it is time that we thrive, too! As workers who keep this campus clean and healthy, conduct research, teach and support teaching, prepare and serve food, and so much more, we are the ones who make this University work. But, we are struggling. Every day we face rising rents, precarious work, higher prices, higher tuition, and growing risks to health and safety from CoVid-19 as well as increasing incidents of bullying and harassment, while every year the University obtains more research funding and higher accolades. It's time that all the workers who create this community see our collective achievements reflected in better wages and working conditions. Without us, there is no University!

We are united in our demands for:

- Food service and cleaning staff must be brought into direct employment at the earliest time possible based on current contracts, without any job losses and with recognition of and consultation with UNITE HERE Local 40 and CUPE Local 3338;
- Food service and cleaning staff must be given the rights and privileges of full members of the campus community. They must have access to decision-making boards; health and safety committees; childcare; and facilities including libraries and gyms;
- SFU must become a living wage employer;
- SFU Administration must recognize all research assistants as part of TSSU, and must be reliable and consistent in the bargaining process and offer decent, fair proposals;
- SFU Administration must contribute to a culture of openness, transparency, and meaningful consultation;
- SFU Administration must restore functional labour relations;
- SFU Administration must respond to rising inflation, freezing tuition increase and raising wages;

We write this letter to express our collective concerns and to ask you to commit to include the people who are most affected by these issues in the decision-making processes. We urge you to invest time and attention to meaningful engagement with us as a truly equitable and inclusive employer and University.

Sincerely,

Teaching Support Staff Union & Contract Workers Justice @SFU