



The Union for Teaching Assistants & Contract Instructors

807 Dunton Tower | Carleton University
1125 Colonel By Drive, Ottawa, ON, K1S 5B6

cupe4600.ca

Catherine Khordoc & Amy Wyse

December 16, 2024

I am writing with urgency to request a meeting as soon as possible to discuss the “End of 2024 Update from Dean Anne Bowker” email that was sent to members of the Carleton Community on Friday, December 13.

I am extremely concerned and, quite frankly, appalled, that this public message was how Unit 2 members of CUPE 4600 – including its Executive Board – found out how we would be impacted by the proposed budget cuts and austerity measures. This email directly states that the Dean is “pleased” to report that FASS Contract Instructors will be reduced by 50%.

Per the Collective Agreement, you have a duty to provide the Union with information necessary to the day-to-day workings of the Union and when changes are contemplated that would impact the working conditions and/or overall teaching environment:

7.10: The Employer shall provide to the Union such information as is agreed to be necessary for the purposes of collective bargaining or the administration of the Agreement.

8.4: The Parties agree that any change contemplated by Carleton University that impacts either the working conditions of Contract Instructors, or the overall teaching environment at Carleton University will be brought to the JCAA for meaningful consultation with the Union prior to being implemented

Carleton has had multiple sessions with other Unions on campus about proposed budgetary measures, but still has not taken initiative to hold one with CUPE 4600. Despite our repeated requests for specific information about how budget cuts would impact our members in the coming year(s), we had not received any information prior to Dean Bowker’s email, about this major change to our working conditions and the overall teaching environment.

We respectfully demand that you provide CUPE 4600 with detailed information regarding CI reductions across all Faculties and Departments, including but not limited to, the proposed percentage of reduction and the criteria and factors that will be used to determine which CIs are employed next year.

We hope that our members who teach in these faculties do not have to find out in a public email, as FASS Contract Instructors did, that they will not be offered courses next year.

Given the urgency of this matter, I can make myself available any time from 9:30-5:00 pm any day this week for an online meeting. I appreciate your attention to this urgent matter and look forward to hearing from you at your earliest convenience.

Sincerely,

Esther Post

Esther Post
President, CUPE 4600

cc. Anne Bowker, Dean FASS
cc. Molly Alderman, CUPE 4600 Recording Secretary