

Notes for members:

- Be yourself: you can mix, match, and go off script, but ensure you end with the concrete ask of the students (**Bolded and underlined**)
- Be open about your working conditions (if you are on contract, explain to your students how this precarity impacts them)

Talking points for initiating a conversation with your students about precarious employment at the University of Alberta:

- 1) I am in a union of 3,800 academic staff at the U of A.
- 2) Fair Employment Week is our union's annual campaign to bring awareness to unfair working conditions at the university and their effect on the student experience.
- 3) Many students don't know roughly half of their instructors are not faculty members, but contract Academic Teaching Staff (ATS).
- 4) ATS receive drastically lower pay than their faculty counterparts, and often are without benefits (health care, pension, etc.) and job security.
- 5) Many ATS wait all summer to find out if they have a job in the fall. If you've ever seen your instructor is "To be Announced" on BearTracks, it's likely because an ATS member doesn't have a contract to teach it yet.
- 6) Unfair working conditions impact the student experience. Instructors pick up far more than a full course load to make ends meet, meaning less time for marking and feedback, course planning, and overall less time to spend with students.
- 7) Precarious employment impacts other academic staff groups. There are **400+ Trust/Research Academic Staff** who are integral to our research labs but lack job security.
- 8) There are around **80 Temporary Librarian, Administrative, and Professional Officers (TLAPO)** whose contracts mean they must work at least six years at full-time to secure permanent employment.
- 9) The university claims to stand for equity, diversity, and inclusion, but precarious members are disproportionately from equity deserving groups. Unfair employment goes against the university's claimed values.
- 10) This year's Fair Employment Week campaign is especially important because the university released a plan to grow by 16,000 students by 2030, without any commitment to secure employment for the instructors teaching them.
- 11) It's also important because AASUA's Collective Agreement, the contract that sets out the working conditions of all academic staff at the U of A, is set to expire on June 30, 2024. AASUA will begin bargaining for a new contract this winter. This year presents a chance to bargain for better working conditions, but this will be dependent on university administration's willingness to make meaningful change.
- 12) In the last round of bargaining in 2022, university administration introduced a two-tiered salary scale to take effect in 2024: new contract-based instructors will make less than current ones creating even more inequity.
- 13) **We need your help to break the cycle of unfair employment. Use our template to send a letter to University administration telling them to #MakeltFair:**  
<https://www.aasua.ca/web/make-it-fair>  
**You can also share the link on your social media to encourage others to take action.**