



McMaster University Academic Librarians' Association  
c/o MUFA (McMaster University Faculty Association)  
Hamilton Hall Room 103A  
McMaster University 1280 Main St. W. Hamilton ON L8S 4K1

**Dr. David Farrar**

President, McMaster University

**Dr. Susan Tighe**

Provost and Vice President (Academic), McMaster University

**Dr. Steve Hranilovic**

Vice-Provost and Dean of Graduate Students, McMaster University

**Mr. Sean Van Koughnett**

Associate Vice President and Dean of Students, McMaster University

**Ms. Jane Allen**

Chair, Board of Governors, McMaster University

23<sup>rd</sup> November, 2022

Dear Drs Tighe, Hranilovic, Mr Van Koughnett, Ms. Allen and Dr. Farrar;

We, the members of the McMaster University Academic Librarians Association (MUALA), are writing to express our firm support for our CUPE 3906 (Unit I) colleagues in their efforts to reach a fair agreement with you.

Support for fair wages and an effort to narrow the wage gap between graduate and undergraduate Teaching Assistants is an important step in addressing existing disparities between the wages of Teaching Assistants at McMaster University and those of other research-intensive institutions. This dire situation was evident in 2019 and has since been compounded by inflation and the steep rise in the cost of living in the Hamilton area.

McMaster University will only be able to continue to attract the best and the brightest researchers if graduate students can rely on the continuity of work for their graduate studies. Indexing compensation to tuition fees would demonstrate the University's commitment to fair working conditions, dignity, and respect for these employees.

It would seem prudent, in a competitive education market, to do everything you can to strengthen your reputation by meeting the basic quality-of-work standards expected of any university in Canada.

On behalf of the membership,

*Andrea McLellan*

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**President, MUALA**

**Cc: Chris Fairweather, President of CUPE 3906**