



TRENT UNIVERSITY FACULTY ASSOCIATION  
(TUFA)

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January 25, 2011

Members of CUPE 3908  
c/o Stephen Horner, President of CUPE 3908

Dear Colleagues:

The Trent University Faculty Association (TUFA) stands firmly behind the members of CUPE 3908 and supports your efforts to negotiate a fair contract on behalf of Contract Faculty at Trent.

The environment of fiscal restraint in which we now find ourselves should not be used to exacerbate the economic exploitation of individuals whose professional qualifications, talents, and responsibilities are incommensurate with their remuneration.

We urge the University administration to recognize the importance of materially improving the terms and conditions of employment for this group of workers. These are difficult times for Trent. Morale and student retention are very real concerns for us all. Collectively, we can ill afford conflict and upheaval that distracts us from the critical tasks at hand. Even less can this institution risk losing the respect and confidence of its students and employees for whom the fair treatment of every member of this community is an absolute priority.

We feel certain that TUFA's membership -- like Trent's Student Body -- wants our University to make tangible a commitment to social justice and fairness in its negotiations with CUPE. We applaud the resolve of our colleagues in 3908 and look forward to demonstrating our support in the critical days and weeks ahead.

In Solidarity and on behalf of the Officers and Staff of TUFA

A handwritten signature in cursive script that reads "David Newhouse".

David Newhouse, Indigenous Studies and Business Administration

Nancy Carter, TUFA Assistant  
Bruce Cater, Economics  
Ray Dart, Business Administration  
Paul Elliott, School of Education  
Marcus Harvey, TUFA Executive Director

Sara Humphreys, English Literature  
Momin Rahman, Sociology  
Brenda Smith-Chant, Psychology  
Susan Wurtele, Geography