



## Component 3 – Sessional Lecturers and Music Performance

Instructors @UVic



# Campus Solidarity Update

Yes, it's true, we have taken a Strike Vote and 92% have voted in favour of strike.

Does this mean you're going on strike? *We hope not.*

We Sessional Lecturers teach 30% of students, many in first and second year, a crucial moment in learning how to be a University student.

We make a significant contribution to academic life @UVic, but we are precarious employees.

The strike issue is the working conditions of Sessional Lecturers, but it's also the Quality of Education @UVic.

We don't want to go on strike, we don't want to cause any disruption, but this is **just so ridiculous and unfair**. Other Colleges and Universities already have some version of what we are proposing.

We will go on strike if it turns out to be the only way to get the Administration to listen.  
**Help us avert this by spreading the word.**



**We're not even asking for more than the public sector mandate wage increases (which barely keep pace with inflation), even though we're some of Canada's lowest paid post-secondary instructors, living in a City now one of the most expensive in the country. It was made clear we'd never get a deal if we asked for more. Did you know UVic posted an unexpected \$12 million surplus in addition to the \$5 million surplus already projected this year? Where does this windfall go?**

### What we are proposing:

Better job security measures, which are **not costly** and are similar to what Sessional Lecturers at other Universities and Colleges **already have**.

The same extended health benefits as other staff on campus, and an amount of severance pay that actually serves as at least somewhat of a deterrent to laying us off.

A **transparent hiring process** for more secure Faculty positions, a **workload review process** (both cost nothing except care and attention), and improvements for those in clinical programs in Nursing who are currently required to be **on call with no pay**.

None of these improvements come at a significant cost, and they won't just make the lives of Sessional Lecturers easier, they will help improve the Quality of Education @UVic

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