

EGSA Unionization Endorsement Feb 2021

The Environment Graduate Students Association (EGSA) supports University of Waterloo academic workers' unionization campaign, OrganizeUW. OrganizeUW is a grassroots campaign to unionize Graduate Teaching Assistants, Graduate Research Assistants, Sessional Instructors, and other academic research and teaching staff at the University of Waterloo. The drive is supported by Canada's largest union, the Canadian Union of Public Employees (CUPE).

The EGSA endorses OrganizeUW because we acknowledge the role a unionized campus can play in addressing the climate crisis (e.g. CUPE's national environmental policy, [Working Harmoniously on the Earth](#)). Most importantly, we believe that a unionized campus will help to fulfill our constitution to represent the voice of all graduate students within the EGSA membership and to ensure their positive and fulfilling graduate experience. As one of the last universities in Canada without a union to represent graduate student workers are limited in their ability to negotiate our working conditions and wages; advocate for increased mental health services, challenge unclear and/or inconsistent university hiring processes, address harassment, and formally manage workload issues. The EGSA supports the call to negotiate a collective agreement with the university to better ensure the rights of graduate students and other academic workers on campus.

The EGSA is the sixth campus organization to endorse the unionization drive. The drive has been endorsed by the Graduate Student Association (GSA), Fossil Free UW, UW Student Association for Graduates in English (SAGE) and the UW Council of Graduates in Germanic and Slavic Studies (CoGS). We encourage you to review the [official information](#) on unionization at UW, and to reach out to OrganizeUW or EGSA with any questions.