



Canadian Association of University Teachers  
Association canadienne des professeurs et professeurs d'université

**By email: [justin.trudeau@parl.gc.ca](mailto:justin.trudeau@parl.gc.ca)**

October 6, 2017

The Right Honourable Justin Trudeau, P.C., M.P.  
Prime Minister of Canada  
Office of the Prime Minister  
80 Wellington Street  
Ottawa, ON K1A 0A2

Dear Prime Minister,

World Day for Decent Work is October 7th. The Canadian Association of University Teachers (CAUT) is joining trade unions and employee associations around the world to call on governments to put decent work at the centre of government actions to grow an economy that puts people first and tackles inequality. Like other sectors, academic work is becoming increasingly casualized, with low pay, few benefits and no job security.

Increasingly, Canada's highest educated are being employed in universities and colleges to teach on short-term contracts, compromising their future and the future of the nation as we squander their research capacities. Unlike their full-time counterparts, contract academic staff are not paid for research or service.

Working conditions impact the quality of our education system. Precarious employment undermines the academic freedom which is the foundation of our quality post-secondary education system.

Although academic staff are governed by provincial labour laws, the federal government can and must play a role to support those precariously employed and to put decent work at the heart of government decision-making.

The federal government can:

- Promote fair work scheduling by tightening regulations on hours of work and scheduling;
- Commit to long-term funding for high-quality, public, universal, affordable child care;
- Adopt strong, pro-active pay equity legislation incorporating the recommendations of the 2004 Pay Equity Task Force;
- Strengthen the *Employment Equity Act* to eliminate discrimination in hiring, promotion, and pay;
- Strengthen the *Federal Contractors Program* by reducing the threshold to ensure that more Canadian workplaces are covered while enhancing enforcement and compliance.

Federal leadership is essential to the realization and implementation of a decent work agenda in our country. Canada could serve as a model for best practices for other countries around the globe.

On this World Day for Decent Work, we ask you, Mr. Prime Minister, to stand for decent work.

Yours sincerely,

A handwritten signature in blue ink, consisting of a stylized 'D' followed by a long horizontal stroke that tapers to the right.

David Robinson  
Executive Director