



August 17, 2026

Dear Deans, Directors, Professional Managers, and other administration leaders at the University of Toronto,

In this email, you will find the letter and package that was delivered to President Melanie Woodin, UTM Principal Alexandra Gillespie and UTSC Principal Linda Johnston on June 24, 2026. The package includes the report of our study on the workloads of University of Toronto staff and an open letter to President Woodin, signed by about 2000 members of the Staff Appointed Unit. We want to provide the same information to you, so you are aware of the issues and concerns USW Local 1998 Staff Appointed members are facing. Our newly released Hybrid Work Research Study Report is also included.

As you may be aware, the Staff Appointed Unit is currently in contract negotiations with the University. We have tabled our non-monetary proposals which address many of the priorities of the membership and issues identified in the Workload Study Report and the Hybrid Work Study Report. We are fighting for:

- Job security, including retraining options and the introduction of AI protections
- Provisions that address workload and the resultant unpaid overtime
- Improved work/life balance
- A more humane and timelier accommodation process for members who require workplace accommodations
- A more transparent and accountable investigation process for members who face incivility, harassment and discrimination in the workplace.

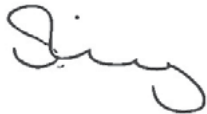
We are also fighting back against the University's unilateral decision to diminish hybrid work. The University has violated the alternative work arrangement language in our collective agreement by no longer considering the duties, tasks and overall functions of our members' jobs when considering alternative work arrangement requests.

We hope that after reviewing the enclosed studies and impact statements shared by staff who support the work you do at the University, you will see how important it is to morale, work life balance, and the rebuilding of vertical trust that the University takes the opportunity they have during this round of contract negotiations to address the issues we have identified. We are thinking that many of the issues noted above might resonate with you and that you may share our concerns. We are also thinking that some of you might be able to encourage the University to bargain fairly with USW Local 1998. A successful round of collective bargaining will lead to a more vibrant workforce that will be better positioned to serve the University's students and faculty. A productive round of bargaining will allow the University to live up to its reputation as a top employer.

Sincerely,

A handwritten signature in black ink, appearing to be 'John Ankenman', with a stylized, somewhat abstract form.

John Ankenman
USW Local 1998 President

A handwritten signature in black ink, appearing to be 'Tamara Vickery', with a cursive, flowing style.

Tamara Vickery
USW Local 1998 Vice-President and Staff-Appointed Unit President