An Open Letter to University of Toronto President Meric Gertler and Members of University of Toronto's Governing Council.

We, the undersigned, are a group of concerned faculty and librarians at the University of Toronto. We have come together to express our grave concerns about the administration's practice of contracting out cleaning to private cleaning companies.

These firms' employees are mostly women, racialized minorities and newcomers to Canada; they earn little more than minimum wage. Moreover, financial information about these companies and the wages and working conditions of their employees is kept from public scrutiny under the guise of proprietary data.

U of T administrators and faculty earn six-figure salaries, while U of T proudly touts its inclusion among Canada's Top 100 Employers. Yet there is ample evidence that the university is deliberately replacing good jobs – that come with benefits, job security, and a pension – with poverty-wage jobs in private companies.

For a university that prides itself as a forward-thinking global leader promoting "Inclusive Excellence," why is U of T not leading the way to uplift and recognize the work of cleaners everywhere as a skilled occupation with professional standards and deserving of decent pay?

In-house cleaners provide vital, high-quality services on the university's three campuses. These workers deserve respect; we faculty, graduate students, and librarians can do our work only because our cleaning and caretaking colleagues do theirs with great care and integrity.

Contracting out undermines the economic stability of Toronto's working people, their families, and their neighbourhoods, and widens the gap between rich and poor. We are also concerned that U of T's increasing use of private cleaning companies may be used to justify additional outsourcing of work in other campus sectors.

We call on the university administration to offer good jobs for *all workers* on campus by expanding the number of in-house cleaning jobs; and on U of T to do its part to contribute to a livable city with opportunities for growth and dignity for all its diverse communities.

Signed,

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