

Elena Razlogova - Statement (200 words)

Since starting at Concordia in 2005, I have served on CUFA council and CUFA's EDI committee, Concordia's IT Standards Committee, and co-directed two research centres. (My [profile](#) lists all my service.)

As CUFA executive member at large, I will lend my extensive research and administrative experience to the protection of all CUFA members' rights in this time of austerity. The issues I will focus on include:

- > increasing members' salaries to **compensate for the inadequate coverage in the new health benefits plan**; cooperation with other unions to prevent further erosion of benefits.
- > ensuring **adequate compensation for our increased workload** due to Unity, larger classes, and large laboratories.
- > **protecting the digital rights of members** to: control their computers; download and use research software; access Unity records on their grants; and prevent surveillance by software such as Glean.
- > **proactive contract renegotiation strategies**, such as getting a strike mandate before entering negotiations.
- > **academic freedom** for faculty and respect for dissident voices among students.
- > **transparency and accountability in CUFA governance**: the Executive must honour resolutions passed at the General Meeting and consult the Council before adopting political positions on behalf of all CUFA members at Concordia and at CAUT.