

**“FAIR EMPLOYMENT WEEK”**

**WHEREAS** *Fair Employment Week is an opportunity to raise awareness about the rise of precarious employment on campus and the unfair working conditions experienced by contract faculty; and*

**WHEREAS** *Contract faculty can be paid less for doing the same work, in some cases faculty are paid 80% less; and*

**WHEREAS** *Wage fairness and job stability for contract faculty leads to improved services for students, their families, and the local area.*

**NOW, THEREFORE** *I do hereby proclaim the week of October 7<sup>th</sup> – 11<sup>th</sup>, 2019 as “FAIR EMPLOYMENT WEEK” on the HOMELANDS of the Lekwungen speaking SONGHEES AND ESQUIMALT PEOPLE in the CITY OF VICTORIA, CAPITAL CITY of the PROVINCE of BRITISH COLUMBIA.*

**IN WITNESS WHEREOF**, *I hereunto set my hand this 10<sup>th</sup> day of October, Two Thousand and Nineteen.*

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**LISA HELPS  
MAYOR  
CITY OF VICTORIA  
BRITISH COLUMBIA**

**Sponsored by:  
Terri Van Steinburg  
President  
Federation of Post-Secondary  
Educators of BC**