



הוראה · מחקר · השכלה

ארגון סגל ההוראה והמחקר באוניברסיטת תל אביב

Dear Students,

This document's purpose is to explain why classes will not be accessible via zoom and/or recordings for as long as the issue of online teaching is not settled in a binding agreement with TAU's management.

On **April 24 2022** The Teaching and Research Faculty Organization at Tel Aviv University announced that classes will not be accessible on zoom and/or through recordings following a General Assembly decision to declare a labor dispute with TAU's management.

Our organization represents almost 6,000 members: associate and adjunct professors, teaching assistants, scholarship recipients; half of them are M.A. and PhD students. The organization is responsible for securing employment terms and conditions of its members and protecting their rights in collective agreements.

We declared a labor dispute after a year and a half during which TAU's management refused to negotiate with us as required when the employer unilaterally changes working conditions, and in light of the fact that our special Covid agreement expired in September 2020.

Our organization, therefore, demands to secure such rights such as copy rights, the right to privacy, course enrollment limit, and compensation for additional work.

Without an agreement, the management is free to make unilateral decisions concerning online teaching at will, thereby infringing employment rights.

An organizational step such as denying accessibility is designed to pressure management to reach an agreement that guarantees proper employment terms and secures important rights involved in online teaching.

In short, our main problem concerns not only online teaching or recording classes but the lack of an agreement and the violation of our academic rights.



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You, the students, share the same interest with us: prompt return to an optimal study routine without us having to take any further steps just because management has no problem dragging this matter on and dragging you into it.

The transition to online teaching has changed the work conditions of academic staff throughout the world and presented new challenges to our teaching methods and to your learning processes. We are ready to meet these challenges; we merely demand basic rights that any academic establishment worthy of its name ought to secure for its teaching staff.

Send emails to TAU management requesting immediate resolution of online teaching; talk to your representatives in the Students' Union and request that they support our struggle; help inform your classmates and respond in social media.

For further questions and for joining our struggle, please email us at segel@segel.org.il