



The Association of McGill
University Support Employees
Le Syndicat des employé-e-s
occasionnel-le-s de l'Université McGill



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Dear Principal Woolf and Provost Bacon:

The Association for McGill University Support Employees is a labour union at McGill University representing non-academic temporary employees, most of whom are student workers. We negotiated for our second Collective Agreement for a period of eighteen months and we have just come to an agreement in principle. Our union went on strike in order to come to an agreement that we feel that we can present to the membership. Though our union represents a different set of workers in at McGill, we believe that it is important to treat Postdocs at Queen's with justice.

A main issue that we have been advocating for in our union is a living wage. A living wage would allow employees to live adequately and provide for themselves and dependents. I know that Queens wants to provide a living wage to Postdocs and based on my calculations, it is necessary to provide them with a meaningful increase in salary. If Postdocs work for 48 weeks of the year at 33.75 hours per week, the minimum salary that they make is \$19.86 per hour. If they are working 48 weeks per year at 40 hours per week, the minimum salary would be just \$16.75 hourly. After so many years of schooling, I find it disheartening to hear that the minimum salary is so low. Surely, Postdocs are still paying off their student debt with a portion of this salary. Therefore, I find it a serious concern but no surprise that Postdoctoral employees have had to turn to local food banks to survive.

In addition, I understand that Postdocs are asking for childcare to be provided to them. I think that is quite a reasonable request. Furthermore, I think that it would allow women in particular to have greater access to academic spheres that have been historically dominated by men. This is an issue of gender equality and of fairness.

On behalf of the Association of McGill University Support Employees, I wholeheartedly endorse the bargaining demands of PSAC Local 901.

Sincerely,

Claire Michela
President, AMUSE-PSAC
Local 17600