



Public Service Alliance of Canada Local 901

The Union of Teaching Assistants, Teaching Fellows, Postdoctoral Scholars, and Research Assistants at Queen's University in Kingston, Ontario

www.psa901.org

27/11/2020

Notice for Unit 1 Members

Re: TA/RA/TFs are now eligible for employment contracts regardless of their remote locations and country/place of current residence (starting January 1, 2021/winter term)

This is to inform all Unit 1 members that they are now eligible to receive TA/RA/TF contracts regardless of their current place/country of current residence.

In late August, the University had made a decision to not offer employment contracts to Unit 1 members who were/are currently residing outside of Canada. This decision had an adverse impact particularly on International Student-Workers, who have been locked out of Canadian borders due to travel, immigration and health & safety restrictions imposed by the Covid-19 pandemic. Local 901 filed a policy grievance on behalf of the affected members, recognizing this decision as having a discriminatory effect on members based on their place of residence.

We are happy to announce that we have been able to find a resolution to this issue, and have signed a Memorandum of Settlement with the Employer on November 24th 2020, which makes it possible for TA/RA/TF members to work remotely from their current locations starting Winter Semester for the duration of the Covid-19 Emergency. The key terms of the settlement are as follows:

1. Unit 1 members, registered as students at Queen's as of January 1, 2020, are now eligible to receive TA/RA/TF contracts regardless of their current place/country/location of residence, and can perform the duties remotely. They may also apply for any TA/RA/TF positions available in any and all departments.
2. This decision will be implemented in any and all constituent departments and faculties at Queen's University, starting Winter Term (January 1, 2021).
3. The member thus employed will be responsible for any legal or regulatory liability, or tax obligations, that might arise in performing the necessary tasks and assignments in their remote location.
4. The member will sign the following waiver clause as part of their contract:

“In accepting this [Teaching Assistantship/Teaching Fellowship/Research Assistantship] position, you acknowledge that in the Winter 2021 term commencing January 1, 2021, you will be in Canada or you would have been in Canada if not for travel/visa restrictions in place as a consequence of the COVID-19 Emergency. You accept all legal and regulatory liabilities arising from performing all such necessary tasks and assignments in your remote location Queen's will only pay any amounts of income to your bank account in Canada. The University will apply Canadian income tax and all other required source deductions and remittances in providing payments related to your [Teaching Assistantship/Teaching



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Fellowship/Research Assistantship] to you, will provide a Canadian T4 tax slip for calendar year 2021 to you in February 2022, and you will be responsible for filing a tax return in Canada or any other country where you have an obligation to do so for 2021 to report this income. You will also be personally responsible for any taxes owed in Canada or other jurisdictions flowing from this arrangement. Those working temporarily from locations outside of Canada are encouraged to seek tax advice in their jurisdiction of residence.”

We consider this welcome decision to be a significant achievement for the Union, and a matter of great consolation for our members – especially migrant members, who have been significantly impacted by various hardships imposed by the on-going pandemic. We express our thanks to all the members of our Local who have been in touch with us on this issue, and also the University for the responsiveness in working with us to resolve the matter.

If you have any questions about this decision or its implementation, please contact your Department Steward or our Chief Steward (Grievances) Canan Sahin, at chiefsteward2.pzac901@gmail.com

Signed:

Rohit Revi

He/Him

President

Public Service Alliance of Canada Local 901 (PSAC Local 901)

e: president@psac901.org

w: www.pzac901.org

Robert Sutherland Hall, Room 547
Queen's University
138 Union Street, Katarokwi/Kingston, ON
K7L 2P1

Queen's University is situated on traditional Anishinaabe and Haudenosaunee Territory.