



PSAC Local 901

Bargaining Communiqué # 2

September 1, 2021

Subject: COVID Letter of Understanding and Unit 1 Bargaining Updates

In the most recent round of bargaining PSAC Local 901's team met with the employer on July 16th and August 24th, 25th, 26th, and 27th. At the end of these dates we were able to negotiate an updated Covid-19 Pandemic Letter of Understanding (LoU) before the August 31st deadline for extension. The 2021 COVID LoU reflects the realities that our membership (both Unit 1 and Unit 2) will face this coming academic year.

The 2021 LoU recognizes that accommodations must be made for members who are unable to carry out their duties on the basis of needs protected by the *Ontario Human Rights Code*. 901 will continue to support those members who need to seek accommodations to continue remote work. If there is a return to remote work due to the COVID-19 pandemic, access to campus space and supports will be assured for those members who cannot complete their work from off-campus locations. Amongst other provisions, Teaching Fellows required to convert a course (or part thereof) to remote delivery for the first time will be awarded up to \$1000 for the conversion.

While the scope of the LoU does not allow for the codification of return to campus protocols 901 continues to push the employer to strengthen health and safety guidelines. The bargaining team continues to raise concerns about the lack of clarity in protocols, the supply and regulation of PPE, the adequacy of ventilation in common spaces and classrooms, the efficacy of contact tracing, and the availability of rapid testing. Further, it has been made clear to the bargaining team that the employer has not sufficiently considered the implications of using campus security to enforce masking protocols and so 901 will be asking the employer to provide additional de-escalation and anti-racism training to Queen's employees tasked with enforcing health and safety protocols.

In addition to securing the 2021 LoU the bargaining team and the employer engaged in discussions about 901's and the employer's proposals for our renewed collective agreement. Proposals and counters are being examined by both parties and we expect that there will be agreements on some term in our next bargaining dates on September 8th and 10th.

Watch our website psac901.org and social media [Facebook](#) and [Instagram](#) for updates as we continue to work towards a renewed and improved Collective Agreement.

Questions or thoughts? Email Brittainy Bonnis at info.officer.psic901@gmail.com

Want to get involved in the campaign for a better collective agreement?
Contact us at ValueOurWork@psac901.org