
PSAC Local 901

Bargaining Communique # 3

September 21, 2021

PSAC Local 901's bargaining team continues to meet with the Employer to negotiate our renewed collective agreement throughout September. Proposals and counter-proposals have been exchanged on all non-monetary demands. While the process has been slow, we are not deterred and continue to pull the Employer towards a better understanding of the problems and perspectives of graduate student-workers.

During this most recent bargaining period the Employer invited Sydney Downey (Head of HR Return to Work) to provide information and answer our questions on the accommodations process for our membership. This conversation proved that many of the membership's current difficulties with the accommodation process are endemic to the system. Currently, we are required to reapply for accommodations with each contract, and there are no time-constraints placed on Employment Supervisors in enacting accommodation plans. These are some of issues we seek to address as we continue to actively propose ways to make the accommodation processes more transparent, accessible, and accountable.

Unfortunately, we continue to meet resistance from the Employer in our demands for better mental health care provisions for our members. We know the on-going mental health challenges that our membership face as precarious student workers are among the top concerns for this round of bargaining. We continue to reiterate that our realities are not those of faculty, staff, or undergraduates and thus cannot be met with the same solutions. Rohit Revi, a member of the bargaining team, wrote about this subject for [The Queen's Journal](#).

We have been thrilled to watch membership driven actions on campus including your work to advance the goals of (re)conciliation in petitioning Queen's to make the National Day of Truth and Reconciliation a holiday, in direct response to the [Calls to Action\(80\) set out by the Truth and Reconciliation Committee](#). We will amplify your voices at the bargaining table in hopes that Queen's University, who has set out to build community with Indigenous nations and advance goals of reconciliation, will chose to be a leader in the province in commemorating this day.

As 901 members join the call to end the toxic culture of sexual violence on University campuses across this country, we have encouraged the Employer to hear your voices and to understand that Queen's is not excepted from this reality. We know that Queen's can and must do better and so we continue to propose pro-active measures to help end sexual violence on campus and the culture that allows that violence to continue.

We met on September 20th and will meet again on September 29th. We have further agreed to dates until mid-October and are planning to present our monetary demands soon.

Questions or thoughts? Email Brittainy Bonnis at info.officer.psa901@gmail.com

We encourage you to come out on [September 23rd to the PSAC 901 BBQ](#) and meet the Executive, Bargaining Team, and Mobilization Squad! But more importantly - **meet each other! Free food and fun activities!**