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PSAC Local 901

**Bargaining Communique # 4**

October 13<sup>th</sup>, 2021

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**Subject: Bargaining Updates**

Last week PSAC Local 901's Bargaining Team met with the Employer and presented them with our final non-monetary demands. We continue to present demands brought to us by membership including: better access to mental health, an improved employment accommodation processes, and a commitment to concrete actions towards achieving an anti-racist campus. We are committed to enlightening the Employer as to the very real difficulties we face as graduate student employees.

The Employer has been slow in responding to our demands reiterating that they expected fewer demands and that, given COVID-19 and the complicated return to campus, 'now is not the time' for bargaining beyond simple housekeeping. We disagree. We know that our members have been among the hardest hit workers of the pandemic and that graduate students too often live below the poverty line. The University failed to provide sufficient supports to graduate student workers pre-pandemic; COVID has only made our economic situation more precarious.

The time has come to work with us! Now is the time to combat racism, sexual violence, and inequity! The Employer must move beyond marketing Queen's as progressive and undertake the work that is needed to practice equity, ensure safety, and address the precarity of the graduate student workers upon whose work they rely to run this institution. Our demands have been made clear. And so, we wait. We wait for the Employer to engage in processes that actively support the wellbeing of graduate student workers and the Queen's community as a whole.

So many of you (300+) came out last week to the 901 barbeque and voiced your concerns. We heard you and are dedicated to ensuring that the Employer hears you. We return to the bargaining table today with the message - Now is the time!

Want to get involved? Questions or thoughts?

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