



PSAC Local 901

Bargaining Communiqué #8

Unit 1

We need care now!

It was great to see so many people at the #ValueOurWork Rally! We hope that the support of faculty, undergraduates and the Kingston community helped the Employer understand the widespread support for our bargaining demands. We will continue the fight for a better campus for all!

Two half days of bargaining (Nov 29th and 30th) ended with very little progress. We gave our response to the meagre package the Employer presented to us at the last meeting, our response was not particularly well received – evidence of how little the Employer feels they should be asked to make even small concessions. Meanwhile, we are still waiting for the Employer's response on a number of important demands.

In an attempt to come to some agreement on mental health demands both the Employer and 901's bargaining team invited guest speakers to provide information and answer questions last week. The Employer brought the Customer Success Manager from LifeWorks to talk about the Employee Family Assistance Program (EFAP) who indicated that there has been an uptake in use of the program since the onset of COVID-19 as everyone attempts to cope with the additional stressors of living and working in a pandemic. He did a short presentation of the EFAP site and services and promoted use of the program. In response our bargaining team had the PSAC National Health and Safety Rep who helped create the National Framework on Mental Health speak to the bargaining table. He acknowledged that EFAP is a start in achieving better psychological health for workers on Queen's campus but emphasized the need for multifaceted approaches to mental health for a diverse community. Particularly, he emphasized the need for pro-active solutions in mental health care – this is why enshrining EFAP in the collective agreement is only one of our demands.

Because the Employer has had some difficulty in understanding our positions we continue to redraw the direct lines between our demands for anti-racism training and sexual violence prevention training, and stronger supports for victims of harassment and sexual assault as a necessary components of better mental and physical health on campus!

Get more information about our demands and the bargaining process [here](#).
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