



CUPE 4600 expresses its solidarity with PSAC local 901 and its efforts to bargain with Queen's University. On behalf of the TAs, RAs, and TFs it represents, PSAC 901 has been bargaining in good faith in an effort to make gains on the following priorities:

- Additional Year of Employment Guarantee
- Mental Health Support and Rebate Funds
- Gender Affirmation Leave, Violence Leave
- Mandatory and Paid Anti-Racist Training and Sexual Violence Prevention Training
- Equipment Allowance
- Professional Development Fund
- Increase to Contract Periods for TFs
- Revised Accommodations Process

These are reasonable requests about which the employer has refused to engage in respectful negotiations or bargaining. The employer is refusing to return to the bargaining table or schedule new dates to continue the bargaining process. It is important as a union to hold employers accountable when they treat workers and the bargaining process with such disregard.

Before, during, and after the pandemic, it has been, is, and will be the workers who allow institutions such as Queen's University to operate. Without them, the institution cannot fulfill its academic mission. Workers and students are not expendable—they are vital to education and should be treated as such.

In solidarity,

Executive Board
CUPE 4600