



**PSAC Local # 901 – Unit 2 - Postdocs – Queen’s University  
Bargaining Communiqué #1**

**Subject:** Negotiations for a renewed collective agreement have started!

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Your Union bargaining team started negotiations for a renewed collective agreement on October 13 and 20, 2023. In the first meeting, the Employer and the Union teams exchanged packages of proposals and started discussions on various items. The Union non-monetary package is the result of a large consultation process conducted by the Local and the VP Postdoc since last year. This package includes a group of bargaining demands, seeking to improve working conditions on a variety of issues: access to health services, career and professional development, mental health and hardship support, affordable and accessible childcare, affordable housing, relocation support, etc. The Union will be also looking at obtaining higher wages and other benefits for postdocs.

The employer representative started negotiations announcing that Queen’s University is faced with a deficit situation and a hiring freeze. The employer team ended negotiations on the first day providing verbal notice to the Union of the cancelation of the Queen’s Family Health Team Pilot Project which was covered by a letter under the current collective agreement. That was definitely not a good start.

The Union team has approached negotiations with a willingness to engage in discussions and focused on solving problems at the workplace. However, claiming financial issues and canceling language that was supposed to provide access to health services for postdocs gave the team an indication of the upcoming fight for our rights.

The Employer has secured the following dates for bargaining: Thursday October 26<sup>th</sup>, Friday October 27<sup>th</sup>. Please stay informed, support your bargaining team and do not hesitate to contact us if you have questions. If you have any questions or comments about this round of bargaining or the bargaining process please contact the bargaining mobilization coordinator, Astrid Hobill at: [astridhobill@hotmail.com](mailto:astridhobill@hotmail.com)

**Want to support your team? Find out more? Come to a free postdoc lunch and information session on Wednesday October 25th from 12-1:30 in Kingston Hall Room 200.**

Your Bargaining Team:

Armineh Azizi, PDF at Chemical Engineering Department

Andrea Reid, PDF at School of Kinesiology & Health

Shideh Ahmadi, PDF at Chemistry Department

MaryAnne Laurico, PSAC Regional Representative

Darren Pacione, PSAC Research Officer

Justyna Szewczyk-El Jassem, PSAC 901 Local President

Laneydi Martinez Alfonso, PSAC Negotiator



## What is collective bargaining?

Collective bargaining empowers Postdocs to negotiate with the employer as equals to reach a legally binding contract protecting the rights of their members. As a strong, collective voice PSAC Local 901 advocates for employment security, improved working conditions, fair compensation, standardized grievance procedures, health and dental benefits and more.

The current collective agreement, which outlined the terms and conditions of employment for postdocs at Queen's University, expired on June 30, 2023.

If you are an employee covered by the expired collective agreement and wish to be involved in the negotiation process for the new agreement, or if you have any questions or concerns regarding the collective bargaining process, please contact VP Postdoctoral Scholars: [vppd.psac901@gmail.com](mailto:vppd.psac901@gmail.com)