



PSAC Local 901 – Unit 2 - Postdocs – Queen’s University

Bargaining Communiqué #2

Subject: Stalled Negotiations: PSAC 901 Faces an Unresponsive Employer

Two days of bargaining (Oct. 26th and 27th) ended with very little progress. After a disappointing start to negotiations, the Union expected the Employer to formally respond to our proposals. To date, the Employer has refused to respond in writing to all but two articles in the Union’s 18-page document of proposals. This meager response communicates an unwillingness on the Employer’s part to move the process forward and demonstrates a lack of consideration for the seriousness of the issues that members are facing.

In an attempt to make progress, the Union presented three discussion items, focusing especially on access to health care services. The bargaining team shared experiences that convey the hardship that the lack of health care presents for our members, especially given the low wages and lack of security that characterize the postdoctoral experience at Queen’s.

We have confirmed the following dates for bargaining: Thursday, December 7th; Monday, December 18th; and Tuesday, December 19th.

While the Union offered additional dates in November, we are still waiting for the Employer to confirm their availability.

Based on the Employer’s limited availability and their general response to our proposals thus far, we get the impression that the Employer is delaying the process. The Employer seems to be in no rush to make progress or to address the issues that members are facing. The Employer’s tone at the bargaining table indicates that we are going to have to fight to have our demands taken seriously.

Please stay informed, support your bargaining team, and do not hesitate to contact us if you have questions through the bargaining mobilization coordinator, Astrid Hobill at: astridhobill@hotmail.com.

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