



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

### **Bargaining Communique #3**

**Subject:** Agreed to sign off some of Articles!

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Your Union bargaining team engaged in three days of negotiations (December 7<sup>th</sup>, 18<sup>th</sup>, and 19<sup>th</sup>). After a discouraging start to bargaining in the fall, we have finally reached agreement on several items: Article 10 (Services and Facilities ); Article 15 (Performance Evaluations and Employee Relations); and the removal of LOA #2 (a Letter of Understanding regarding the first year administration of the Childcare Benefit Plan).

Among the issues discussed at the table was the University Pension Plan (UPP). We raised concerns regarding UPP-related communications, noting that some members have not been properly notified regarding their eligibility to enroll in the program. This lack of communication from the administration means that many members are not receiving the benefits to which they are entitled and have not been properly informed about their rights as postdocs.

The employer also provided an update about Queen’s Community Housing, sharing a document that referenced a plan to allocate a very small number of units for short-term use for postdocs in An Clachan. The Union has serious concerns about the feasibility of these plans given the severe shortage of affordable housing options for both Unit 1 and Unit 2 members. We will be closely monitoring any developments with regards to plans for An Clachan and John Orr Tower.

We have confirmed the following dates for bargaining in the New Year: January 12<sup>th</sup>, 18<sup>th</sup>, 19<sup>th</sup>, 26<sup>th</sup>, and 29<sup>th</sup>.

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](mailto:astridhobill@hotmail.com).

Your Bargaining Team:

**Armineh Azizi**, PDF at Chemical Engineering Department, Vice-president of Postdoctoral Scholars for PSAC 901 Local

**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:

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