

SENT ELECTRONICALLY



Oct. 31<sup>st</sup>, 2024

To the Queen's University Administration:

Principal Patrick Deane (principal@queensu.ca)  
Provost and Vice-Principal (Academic) Matthew Evans (provost@queensu.ca, matthew.evans@queensu.ca)  
Vice-Principal (Finance and Administration) Donna Janiec (janiecd@queensu.ca)  
Vice-Principal (Research) Nancy Ross (nancy.ross@queensu.ca, vpresearch@queensu.ca)  
Associate Vice-Principal (Faculty Relations) Dan McKeown (dan.mckeown@queensu.ca)  
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CC: PSAC 901 (vppd.psac901@gmail.com, president.psac901@gmail.com)

Dear Principal Deane, Provost Evans, and Queen's Administration,

We are writing to express QUFA's unwavering support for Queen's University postdoctoral scholars represented by PSAC 901. It is deeply troubling to witness Queen's neglect of postdocs' fundamental needs and the university's refusal to meet demands for fair wages, healthcare, relocation assistance, and mental health support. As highly trained researchers, postdocs are critical to Queen's academic and research landscape, contributing substantially to research, teaching, and service responsibilities that elevate the university's global profile.

Queen's postdocs are entitled to fair compensation, proper access to healthcare, and essential support to succeed both professionally and personally. Many have relocated from around the world, bringing their expertise and families to Kingston in hopes of finding a supportive community. Denying postdocs these basic protections misaligns with the university's values of fostering research excellence and community well-being.

We strongly urge the administration to act with integrity by meeting postdocs' demands and providing the fair compensation, resources, and support they deserve. We stand with PSAC 901 in condemning the cancellation of healthcare programs and the threat of a lockout, which disrupts the essential work of these scholars and scientists.

QUFA stands in solidarity with Queen's postdocs, recognizing the vital role they play in advancing research and innovation in Ontario and globally.

Sincerely,

DocuSigned by:

*Mary Olmstead*

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Mary Olmstead, QUFA President  
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