



October 30, 2024

To the Postdoctoral Researchers of Queen's University, PSAC 901

Letter of Solidarity from the Postdocs at the University of Toronto, CUPE 3902

We write in proud allyship with the postdoctoral researchers of Queens University, who demonstrate inspiring resilience in their contract fight after more than a year of bad-faith delays from the administration. The university only works because of you, and you are entitled to raises and benefits that reflect your contributions, as well as meet the basic needs required to live with dignity in Ontario today.

Queen's University's proposed raise of 2% does not come close to meeting the historic increases in the cost of living over the past few years, nor does it keep pace with the significant raises that postdocs have recently received at other universities in the region and through the Tri-Agency programs.

The benefits being demanded are basic necessities, and your employer should be ashamed of refusing to meet its workers' needs and its commitment to diversity, equity, and inclusion. The workers' demands – including but not limited to healthcare, mental health support, childcare support, affordable housing, and relocation expenses – should be met without hesitation.

The university has already dragged out negotiations for over a year. We fully support the workers of PSAC 901 as you consider striking, a decision that would be entirely justified under the circumstances. If Queen's University refuses to recognize the crucial contributions you make as workers, it will need to be reminded of the importance of your labor.

In solidarity,

The Postdoctoral Researchers of CUPE 3902
and the extended community of contract academic workers at the University of Toronto