



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

### **Bargaining Communique #10**

**Subject: Queen’s Plan to Lockout Postdocs? University pushes Postdocs toward job action.**

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***The Employer continues to demonstrate a lack of respect and value for Postdoc work and contributions to the University community.***

On October 16, our bargaining team met with the conciliator to continue advancing proposals to improve postdoc working conditions. The Union presented its counterproposals at 10 AM. The Employer took more than seven hours to provide a response package to the Union, despite movement in very few areas. Worse, the offer came with a ticking clock as the employer indicated it would expire at 11:59 PM in an attempt to pressure the Union to just accept what was on the table. Our bargaining team could not agree to the terms of the employer’s package as it still does not address the core issues experienced by postdoctoral scholars.

### ***Queen’s University Pushes Postdocs Toward Job Action***

On October 21, the Employer notified the Union that it had requested a “No Board” report, another aggressive escalation in the process toward job action. A “No Board” report is a formal notice issued by the Minister of Labour and allows the Employer to legally lock our members out of their workplaces. To date, our bargaining team has stayed strong and consistent in the request for the employer to seriously address issues such as access to healthcare services, mental health and hardship funds, relocation funds and better protections and wages, etc.

It’s clear: Queen’s University has no intention of negotiating and it is not prioritizing our needs. The Employer is escalating toward a potential lock out, an unacceptable and unprecedented move.

Local Union representatives have been consistently meeting with members and we appreciate all of your input and participation. Our Union has now held several Lock Out/Strike Information Sessions for Postdocs looking for more information about how to get involved. We also saw incredible attendance at an in-person strike information session on October 16, where members showed their support.

Given the Employer’s aggressive escalation toward locking out postdocs, we have scheduled even more [Lock Out/Strike Information Sessions](#) for members to understand their rights in case Queen’s decides to lock us out. We will be holding sessions on October 29, November 4, and 13.

[We have now seen a majority of postdocs sign onto the majority petition](#), and we encourage those who haven’t to sign and show your support for your colleagues as we stand up for each other in demanding a new contract that reflects our hard work and dedication.

Your presence and support of the bargaining team are crucial! We are calling on you to strengthen our union and secure a new contract that reflects your hard work, dedication, and expertise. Together, we can make a difference!



To get involved, reach out to Shideh Ahmadi, VP Postdoc, at [vppd.pvac901@gmail.com](mailto:vppd.pvac901@gmail.com)

Your Bargaining Team:

Armineh Azizi, PDF at Chemical Engineering Department

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