

1302
LOCAL

Kim Bell
PRESIDENT

Alyssa Lunney
RECORDING SECRETARY

November 4, 2024

Patrick Deane,
Principal and Vice-Chancellor
Queen's University

Dear Patrick:

I write to you on behalf of CUPE Local 1302 with deep concern regarding the university's recent actions affecting our postdoctoral scholars. Specifically, the cancellation of the Pilot Project and the expectation that postdocs continue their vital research and teaching without essential protections is not only unjust but fundamentally at odds with our institution's mission and values.

Postdocs play a crucial role in advancing Queen's reputation as a world-class research university. They contribute to groundbreaking research, enrich our classrooms, and support the intellectual development of our students. In turn, Queen's has a responsibility to ensure that postdocs are not just appreciated in words but supported through fair policies that address their specific needs. Many of these scholars relocate from regions across Canada and around the world to Kingston, with the expectation that Queen's will uphold a commitment to their well-being. For many, the lack of basic protections—including fair wages, comprehensive healthcare, mental health support, and relocation assistance—is increasingly unsustainable.

The elimination of the Pilot Project not only reduces an essential support structure but also sends a message that the university is unwilling to invest in its own academic community. This is not acceptable. Queen's must recognize the value of its postdoctoral scholars by providing a framework that allows them to thrive. They deserve compensation that respects their contribution, access to a healthcare plan that covers their medical and mental health needs, and support in relocating to Kingston. Only with these measures can we cultivate a productive environment that attracts and retains talented researchers.

I urge you to reconsider these recent actions and collaborate with PSAC 901 to establish protections and resources that affirm their invaluable contributions to the university's mission.

Best regards,



Kim Bell
President, CUPE Local 1302

cc: Alyssa Lunney, Recording Secretary, CUPE Local 1302
Matthew Evans, Provost and Vice-Principal (Academic)
Donna Janiec, Vice-Principal (Finance and Administration)
Nancy Ross, Vice Principal (Research)
Dan McKeown, Associate Vice-Principal (Faculty Relations)
Michael Villeneuve, Faculty Relations Office Director