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To the Queen's Community:

QUFA stands in solidarity with PSAC 901 workers and colleagues engaged in legal strike action to secure fair compensation and working conditions for their members.

The work carried out by PSAC 901 members is integral to the research, scholarship, and teaching of all QUFA members. Their work makes our work possible. Their working conditions are our working conditions. When they are not adequately supported, our work is not adequately supported and our students suffer.

As a reminder, nearly 40% of all classes at Queen's are taught by Adjuncts. Adjuncts are highly qualified professionals stuck in precarious contract work. Because of budgetary decisions, both at the Ontario government and at Queens, many of these adjuncts are losing their jobs. Many of their courses are being cancelled or assigned to already over-worked graduate students in the form of teaching fellowships because this is a cheaper option. Teaching Fellows should be paid at a rate that does not make them a default cheaper option and reflects the principle of equal pay for equal work.

When Bill 124 was declared unconstitutional, QUFA and other campus unions sent an open letter to Queen's administration requesting that contracts be reopened so that workers could negotiate fair wages. Queen's flatly refused. Now many of our graduate students are living below the poverty line, having their wages unconstitutionally suppressed for three years. The administration proposed a remedy of \$200 per PSAC member. This is clearly unacceptable.

We strongly urge Queen's administration to return to the bargaining table, to negotiate in good faith, and to provide all PSAC members with fair compensation and the support they deserve. We stand with PSAC 901 in condemning the refusal to increase healthcare supports, including for mental health, which disrupts the essential work of these scholars, educators, and scientists.

We remind our members that they have the right to refuse work that is assigned to members of a striking union. Our Collective Agreement also provides protection for QUFA members who decline to cross the picket lines of another union in order to carry out their own work (Article 12.3b, 12.3c and 12.3d of the Queen's-QUFA Collective Agreement). You may make alternative arrangements in consultation with your Head per 12.3b or decline to carry out specific duties per 12.3c and 12.3d (for Term Adjuncts). You are required to inform your head 'as early as

reasonably possible' and may be required to forfeit pay **for the day** on which you do not undertake your duties but you cannot be disciplined for this action.

For more details, please refer to previous QUFA communication on [campus job action](#) that lays out the rights and responsibilities of our members during job action by another union. Again, I encourage you to show solidarity with our graduate student colleagues by joining them on the picket line, [writing a letter of support](#), or [donating to the sustain striking workers fund](#). Please be in touch with QUFA (qufaed@queensu.ca) if you have any questions or concerns about the strike or how you can demonstrate your support.

In solidarity,

DocuSigned by:

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Mary Olmstead
President