

March 28

Communique #7

**Queen's timeline of lies proves it does not care about students, and wants to use the Faculty to do the senior administration's dirty work**

As we conclude the 3rd week of the historic PSAC 901 strike, let's see where we are and how we got here.

**November 2024:** The bargaining team presented our non-monetary package

**January 2025:** The bargaining team presented our monetary package

**February 2025:** Negotiations continued with the assistance of conciliators appointed by the Ministry of Labour

**March 9:** Last date of bargaining before the strike deadline. At 11:50 PM—ten minutes before PSAC 901's strike deadline—Queen's forwarded their so-called "best offer" while having an out-of-town security company on standby.

**March 10:** PSAC 901's historic strike began.

**March 19:** Queen's published in Labour News that "the University remains open to continuing to bargain in good faith and our objective is to achieve a negotiated tentative agreement to renew the Collective Agreement, that both parties can ratify."

**March 21:** Queen's repeated that "We will continue to bargain terms and conditions of employment in good faith, and our objective is to achieve a negotiated tentative agreement to renew the collective agreement, that both parties can ratify."

**March 25:** At 1:29 PM, PSAC negotiator, Elpis Law, contacted Queen's bargaining team and the mediator. PSAC 901 stated that we are "open to continuing discussions this week" with offers to meet any day, in order to salvage a rapidly deteriorating end-of-semester for our undergraduate students. PSAC 901 wrote, "We are always open to discussions, and look forward to hearing your response, as always, we are always willing and ready to bargain for a fair collective agreement."

**March 26:**

10:00 AM: PSAC 901 Bargaining Team prepared a short package with counter proposals to pass to the Employer—with the assistance and guidance of Elpis Law—to determine Queen’s commitment to good-faith bargaining. Elpis Law initiated contact with the Employer and the Conciliator to incentivize a return to the negotiation table.

2:13 PM: Through Labour News, Queen’s announced its policy on final grades, which renders students’ work worthless, jeopardizes graduations and applications to post-secondary education, and devalues students’ tuition.

3:18: Elpis Law sent the package by email to the Conciliator and offered to bargain during the weekend of March 29 -30. Due to a scheduling conflict, they were unavailable to review the Union’s proposal until the evening. The Conciliator was to relay the Union’s availability and willingness to return to the table with the Employer the following day.

3:44 PM: Queen’s Bargaining Team, instead of responding to the Union’s request to meet and our proposal, found time to tell the Union: “We are willing to continue discussions and schedule a meeting with and through the mediator when PSAC is ready to provide a meaningful response and table a counter to the offer that we made on March 9th. We have made and will continue to make every reasonable effort to conclude a collective agreement.”

10:33 PM: PSAC 901 Bargaining Team investigated the University’s public-facing communications and published [a statement](#) of our findings to membership, where we outlined the University’s bad-faith approaches to negotiations. The Employer chose to spend its time and efforts on ways to circumvent graduate labour as the semester comes to a close instead of responding to the Union’s invitation to return to the table.

## **March 27:**

Morning: The conciliator conveyed a verbal message from your PSAC 901 bargaining team of disappointment at the Employer.

Afternoon: Matthew Evans allegedly stated to the Senate that the PSAC 901 didn't reach out and/or that PSAC 901 did it through improper channels—[a falsehood](#).

### **March 28:**

3:07 PM: The Employer, instead of responding to the Union's invitation back to the table, published another update on Labour News, writing: "The university is in regular contact with the mediator about the process and possibility of a meeting. Since March 9, the university has been waiting for a comprehensive response from PSAC's bargaining team to its tabled offer. We are still waiting."

The Union has yet to hear the Employer's response to our invitation to meet any day from Thursday through the weekend (March 27–30) as well as the Employer's response to the Union's package. Along with our counter-proposals, which the Employer ignored by refusing to acknowledge them—except to reject them outright—there was not even a hint of discussion.

The University's resonant silence, misinformation, and falsehoods demonstrate to everyone that they never intended to bargain with PSAC 901 once the strike commenced. The truth is simple: Queen's senior administration sees undergraduate students' education as collateral damage in the University's resistance to a fair contract for graduate student workers.

Queen's has elected to hide behind Faculty members, who will have to make a decision between a Credit Received (CR) or Deferred Grade (DG). Essentially, choosing a CR grade potentially disadvantages students seeking post-secondary education, but above all, it renders students' efforts to complete assignments and exams fruitless. For PSAC 901 members, CR grade means that their labour is no longer required. Choosing a DG grade allows for the marking and grading to happen once the strike is concluded.

In electing to ignore PSAC 901's invitation and proposal, the senior administration is off-loading the dirty work of strike breaking onto Faculty, whose decisions on final grades will have far-reaching consequences for striking PSAC 901 members. Faculty—who are unionized members of

Queen's University Faculty Association—will be left to decide the future of their undergraduate students and graduate worker colleagues, while senior administration remains ignorant of PSAC 901's proposals and committed to spreading misinformation and falsehoods.

Ever since negotiations began in November 2024, the Bargaining Team continues to remain steadfast in our commitment to negotiate a fair and equitable collective agreement. This commitment to bargain in good faith was once again proven beyond a shadow of a doubt on March 27, when we came up with creative counter proposals in order to salvage a rapidly deteriorating semester conclusion. Since March 27, when we passed a limited and small package to Queen's through the proper channels of the mediator, we have waited to see if the University was truly committed to bargaining and reaching an agreement. We are still waiting.

In an effort to save the semester for undergraduate students, PSAC 901 reached out and forged a path forward. We are disappointed to see that Queen's is not interested in a resolution of our labour dispute and a fair contract. We are disappointed that Queen's is not interested in the well-being of neither undergraduate nor graduate students and workers. We are even more disappointed that the senior administration has no courage to openly admit they don't want to negotiate and want to use Faculty members to essentially break our strike. Yet while we are disappointed, we will never be broken. Our resolve grows stronger day by day, and we know that we will win.

The workers, united, will never be defeated!

Solidarity Forever!

PSAC 901 Bargaining Team

PSAC Proposal for Non-Monetary



Elpis Law  
To: White, Erinn (MLTSD)

☺ Reply Reply All Forward 📧 ⋮  
Wed 3/26/2025 3:18 PM

📎 PSAC 2025-03-26 Package Non-Monetary Proposal - 2 PM.docx  
52 KB

Hi Erinn,

Thank you for our conversation, please find our non-monetary proposal to try to show movement (for both sides) and get to the remaining items. As mentioned, we will be available this weekend as well.

Let me know if you have any questions.

With thanks,

**Elpis Law**

**Elpis Law (He/Him)**  
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[LawE@psac-afpc.com](mailto:LawE@psac-afpc.com)



Public Service Alliance of Canada  
Alliance de la Fonction publique du Canada

RE: Negotiations



Michael Villeneuve <michael.villeneuve@queensu.ca>  
To: White, Erinn (MLTSD); Elpis Law  
Cc: Macri, Joanna (MLTSD)

☺ Reply Reply All Forward 📧 ⋮  
Wed 3/26/2025 3:44 PM

📧 You forwarded this message on 3/26/2025 3:46 PM.

**Caution:** This is an external email / **Attention:** Ceci est un courriel externe.

Hi Elpis,

We are willing to continue discussions and schedule a meeting with and through the mediator when PSAC is ready to provide a meaningful response and table a counter to the offer that we made on March 9th. We have made and will continue to make every reasonable effort to conclude a collective agreement.

Thank you,

Michael Villeneuve  
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Queen's University  
Kingston, ON  
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*Queen's University is situated on traditional Anishinaabe and Haudenosaunee Territory*

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