



Public Service Alliance of Canada
Local 901

March 10, 2025

Notice of Strike

Dear 901 Unit 1 members,

Due to Queen's unwillingness to table the dignified contract that you deserve, we remain unable to reach an agreement with the employer. Despite a year of preparation, despite your commitment and energy to support the bargaining effort, Queen's administration still refuses to address crucial issues affecting your livelihood. Without an enshrined funding/labour model, the employer is attempting to force Graduate Student Workers to stay at half the annual minimum wage, and we cannot accept it. Our funding packages have been stagnant for decades and it's time we fought for more.

The employer brought *very* few things to the table on the last day before the strike deadline. These are a few of their disrespectfully inadequate proposals:

- Queen's administration expects Teaching Fellows (TFs) to continue to create course content without compensation.
- They have offered an egregious \$200 ratification bonus as a remediation for the unconstitutional Bill 124.
- They have neglected the childcare proposals that your Bargaining Team tabled.
- For daring to ask for compensation of wages that were illegally suppressed under Bill 124, Queens has punished the membership by pushing wage increases into the last year of our collective agreement, 2026-27, when the majority of our membership will have already graduated and will therefore not receive payment.
- They have refused to enshrine protection against caste-based discrimination in the language of the collective agreement.
- They have offered an insulting \$140,000 one-time payment of the Mental Health and Hardship Funds for the duration of the three-year contract. According to the employer, this payment, which amounts to \$23/year per member, is supposed to support all of the following: mental health, psychological safety and well-being in the workplace, financial need, education-related expenses, food bank support, and support for members from equity-seeking groups.

In short, Queen's will not pay us what we deserve; they will not treat us how we deserve to be treated. Queen's continues to dismiss their responsibility as an employer, a landlord, and as an educational and cultural institution in this community. It is shameful.

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But this isn't up to Queen's. It's up to all of us. Our demands—fair wages, affordable housing access, tuition minimization, paid hours to learn course content, and an equitable funding to labour ratio—are not impossible. We are an international workforce, and we know they exist throughout the world. Throughout this province, and even at Queen's, employees receive these same benefits from university employers. Queen's refuses to change the way it sees the role of a university and the way it sees us as researchers.

Now is the time to stand together and withhold our labour — to strike — so that Queen's administration will realize how essential our work is in keeping this University functioning. It is time to show off the solidarity and strength we've spent a year building. We are strike ready. Let's show that we deserve what we've been fighting for; let's show that we'll fight for what we deserve.

Your unwavering support has been our Bargaining Team's fuel at the table. It is our honour to stand together with you now at the picket lines.

On behalf of the Bargaining Team,
Solidarity Forever!

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