

March 26, 2025

Communique #6

Queen's University Posturing, Bad Faith Bargaining, and Final Grades Scam

At 2:13 PM on Tuesday, March 26, the university released a statement regarding final grades, in which they [created an illusion that courses could end and grades be issued without proper assessment.](#) For those of us familiar with pedagogy and the science of assessments, we know that grades based on incomplete assessments cannot accurately reflect adherence to course objectives and will render winter term grades [invalid and unreliable](#) in comparison to previous and future cohorts. This also implies that the work already completed by students will be fruitless, as it will not receive feedback. All the mid-term exams and assignments that have been submitted but not graded by striking graduate workers will be for nothing. [Queen's Faculty also recognizes that the proposed approach to final grades does not "reflect students' abilities and efforts."](#) It illustrates how Queen's disrespects the work of not only the 2,000 graduate student workers but also the 28,000 undergraduate students and how their promised value of a Queen's degree is negotiable and subject to the whim of the higher administration.

For the immediate attention of the student and worker community at Queen's University: PSAC 901 reached out to Queen's on March 25 at 1:29 PM with a request to return to the negotiation table. PSAC 901 took it upon itself to stand with the undergraduate students because we value our principles as educators, and we asked Queen's University to return to the table, offering to meet ASAP. In the interest of saving the end of the undergraduate semester—and despite our growing numbers on the picket line—PSAC 901 reached out to the University for bargaining dates. The Employer's bargaining team rejected our request to meet and our attempts to approach a deal.

Let us be clear: instead of responding to the union, and despite the university's multiple professed commitments to bargaining, they chose to announce how to circumvent the need for graduate labour. Two hours after the University's announcement, just before the end of the workday on March 26, the University's Bargaining Team 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." **This came more than 24 hours AFTER PSAC 901 asked to meet and return to the bargaining table.** This shows that Queen's was **NEVER** interested in hearing PSAC 901's counterproposal.

To claim that the university is 'disappointed that PSAC didn't respond to the offer' is an outright lie, since PSAC 901 asked to return to the table and be given the chance to talk **more than 24 hours before** this statement was made.

We responded to the needs of the students who were left behind by the university, and we once again — just as when we work overtime to offer support and detailed feedback to the ever-growing number of students we take care of — asked to resume negotiations so that students could receive fair assessment and feedback. **The university elected not to respond to our request until 3:44 PM on March 26. Yet they chose to announce a plan for dishonest assessment, disregarding all academic integrity and principles, by publishing their policy on final grades at 2:13 PM.**

Let us once again be clear: on March 25 at 1:29 PM, PSAC 901 asked to come back to the table, following the demand of Queen's University. In turn, the employer published a strategy of unfair grade assignment more than two hours before responding to the union's request to meet and discuss.

Since March 9th, when Queen's University tabled their so-called "best offer," the bargaining team and a [significant number of faculty](#) members have [debunked the university's claims](#) of the offer being adequate or good, [let alone the "best"](#). Despite [numerous calls](#) from [the Queen's community](#), [particularly the undergraduate community](#), and the obligation of the

university to adhere to its professed mission and principles, Queen's continues to spread rumors and misinformation. Instead of improving learning and teaching conditions at Queen's, the University chose to hire an out-of-town security company stationed on campus grounds at 7:30 am on March 10. Queen's spent thousands of dollars on this service and also covered the accommodation costs of the security guards. They also contracted a security company with a [dubious reputation](#) that put into question Queen's regard for the actual safety of its graduate student workers.

If there were ever any doubts about the university's bad faith bargaining, it is now plain and simple that they never respected their students—be they graduate or undergraduate. **All we are to Queen's are revenue sources for the senior administration's ever-growing pay raises.** As a bargaining team, we will never back down from fighting for workers' and learners' rights.

The workers, united, will never be defeated!

Solidarity forever,
PSAC 901 Unit 1 Bargaining Team