

24 March 2025

Dear PSAC 901 members,

It is the beginning of the third week of PSAC 901's historic strike, and your solidarity and resolve at the picket line continues to be unshaken by the University's misinformation and intimidation tactics. From all of us on the Bargaining Team, it is an honour to be on this picket line with you.

Our labour action is the response to the insulting March 9 proposal that did not even begin to address any of your priorities. It is the University's turn to respond to its graduate student workers meaningfully at the bargaining table.

Today, a member of the University's Bargaining Team made a visit to our picket line, proving that our strength and presence on campus are not unnoticed—in other words, business is not as usual. The individual in question did not make this visit to signal any intent to return to the bargaining table in good faith, but rather to surveil our collective efforts. Support from Faculty, Kingston community members, and sibling unions across campus continues to fuel our fight for a fair and equitable contract for over 2000 graduate student workers. Our shared struggle to make this University better for students and workers is what unites us. Our commitment to the academic mission of the University puts us in opposition to senior administration leadership, whose actions signal that their primary concerns are not the well-being of Queen's community as a whole. Our principles uphold the soul of this University.

Despite their professed commitment to the integrity of the educational mission, the University's refusal to return to the bargaining table jeopardises learning outcomes for thousands of undergraduate students, all of whom are facing the end of the academic term with uncertainty. The University's position should inform prospective students that Queen's priorities are not in its students nor its workers.

Teaching Assistants, Research Assistants, and Teaching Fellows form the foundation of the undergraduate educational experience and instruction here at Queen's. The University, however, chooses to keep graduate student workers out of classrooms by refusing to negotiate in good faith and with substantial counter proposals.

Our picket lines remain stronger than ever. PSAC 901 members will not be intimidated nor pressured into giving up what we stand for. An equitable workplace, a livable and dignified wage, and a safe learning and research environment for all remain the driving principles of our picket line.

One day longer, one day stronger!

In solidarity,
PSAC 901 Bargaining Team