



**HAND DELIVERED** | Nicholas Mosey, Deputy Provost (Academic Operations and Inclusion)

October 24, 2024

Patrick Deane, Principal and Vice-Chancellor  
351 Richardson Hall, 74 University Avenue  
Kingston, ON CAN  
K7L 3N6

Dear Principal Deane:

On behalf of USW Local 2010 members — *Academic Assistants and Support Staff* – at Queen's University, I am writing to urge immediate action from your administration.

We are united in our concerns about the ongoing staffing crisis that has been exacerbated by layoffs, low wages, and increased workloads across this campus. You often say that Queen's is solving the world's most significant and urgent challenges. What about the ones on your own campus? Queen's administrative and support workers are the backbone of this university, ensuring that departments, labs, and service units run smoothly. Advancing research impact, learning and community impact doesn't happen without us. Yet, our vital contributions are being systematically undermined by deteriorating working conditions. The hiring freeze, repeated cuts to academic programs, and outsourcing of union jobs to casual employees jeopardizes the University's core mission, the quality of the services we provide, and the well-being of our staff.

This administration's claim of a budget crisis, paired with a harmful over-reliance on staff layoffs to balance the books, have devastated morale across the University community. This directly impacts the quality of support available to students, faculty, and staff alike. Queen's only works because we do.

It's not too late, though. It's time for the University to stand with its workers — not against them.

We urgently call on the administration to address this crisis: increase staffing levels, negotiate fair wages, and reduce workloads to sustainable levels for all Queen's support staff. Failure to act in a respectful and fair way will only deepen the harm done to our community.

We expect your administration to meet us at the bargaining table, ready to negotiate in good faith and restore the University's damaged reputation as a responsible and just employer.

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Enclosed is a clear show of strength from our membership: a majority commitment from the USW Local 2010 membership. We have signed this petition in support of all workers across campus seeking a more just and equitable working environment built on respect, dignity and fairness for all.

Kind regards.

A handwritten signature in black ink, appearing to read 'K. Orser', with a stylized flourish at the end.

Kelly J. Orser  
President USW Locals 2010, 2010-01, and 2010-02

Enclosure