



23 January 2024

Dear Kingston Business Owner,

I am writing on behalf of United Steelworkers (USW) Local 2010, which represents approximately 1,400 support staff at Queen's University. We are reaching out to inform you about the possibility of a labour disruption in the coming weeks, which could involve a strike or lockout.

Our members play a vital role in supporting the operations of Queen's University, and we are currently engaged in contract negotiations to secure fair wages and working conditions. Other unions on campus are also engaged with bargaining, which unfortunately means, if agreements cannot be reached, up to 5,000 Queen's workers—including support staff, food service workers, custodians, library technicians, graduate student teaching assistants, and other employees—may be on the picket lines.

We recognize that this would have significant implications not just for the university but also for the broader Kingston community, including local businesses like yours. With workers potentially without pay for an extended period, there could be a noticeable impact on consumer spending and patronage in the area.

USW Local 2010 values the relationships we have with local businesses, and we want to keep you informed about the situation. Our goal is to reach a fair settlement that avoids disruption, and we remain committed to negotiating in good faith. However, we believe it is important for local businesses to be aware of the potential economic ripple effects a labor dispute could create.

We encourage you to reach out if you have any questions or would like further information. Together, we can work towards solutions that strengthen the well-being of workers, businesses, and our shared community.

Thank you for your understanding and support during this challenging time.

Sincerely,

**Kelly J. Orser**

President, United Steelworkers Local 2010

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