Graduate Student Assistantship Collective Agreement
What is a Collective Agreement?

- A Collective Agreement is a legally binding written agreement between two parties that regulates the terms and conditions of employees in their workplace, their duties and the duties of the employer.

- The Graduate Student Assistantship CA is made between the University Board of Governors and the Graduate Students’ Association.

- As per the *Labour Relations Code*, Section 58.4(1)(c), the GSA has the exclusive authority to act in representing graduate students in negotiating the CA.
What is a Collective Agreement?

✦ Provides requirements for Letter of Appointment
✦ Outlines minimum stipend rates
✦ Describes leaves and benefits
✦ Outlines general expectations for safe work environment
✦ Stipulates a Dispute Resolution Process
✦ Provides Time Use Guideline Templates
Who is covered under the CA?

The CA covers academically-employed graduate students:

- Graduate Teaching Assistantship (GTA)
- Graduate Research Assistantship (GRA)
- Graduate Research Assistantship Fellowship (GRAF)
GTA (including Principal Instructor)

✧ Teaching related duties

✧ Eg: preparing and conducting seminars, discussion groups and lab sessions, offering office hours, grading examinations

✧ Article 8 in the CA
To support a faculty member’s academic research

Eg: collecting/coding/analyzing data, literature review, preparing materials for submission to funding agencies

Article 9
GRAF

- Financial assistance to support graduate students’ own research

- No work hours, no minimum stipend, and no EI

- Article 10
# Stipend Components *January 2023 rates*

<table>
<thead>
<tr>
<th>Hrs/Wk</th>
<th>Award (Fixed)</th>
<th>Salary (Minimum)</th>
<th>Total Stipend (Award + Salary)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>GTA/GRA-Doctoral</td>
<td>GTA/GRA-Master's</td>
<td>GTA-PI</td>
</tr>
<tr>
<td>12 hrs</td>
<td>1102.57</td>
<td>1214.74</td>
<td>1121.24</td>
</tr>
<tr>
<td>11 hrs</td>
<td>1010.68</td>
<td>1113.53</td>
<td>1027.80</td>
</tr>
<tr>
<td>10 hrs</td>
<td>918.81</td>
<td>1012.29</td>
<td>934.37</td>
</tr>
<tr>
<td>9 hrs</td>
<td>826.93</td>
<td>911.06</td>
<td>840.93</td>
</tr>
<tr>
<td>8 hrs</td>
<td>735.05</td>
<td>809.84</td>
<td>747.48</td>
</tr>
<tr>
<td>7 hrs</td>
<td>643.16</td>
<td>708.6</td>
<td>654.05</td>
</tr>
<tr>
<td>6 hrs</td>
<td>551.29</td>
<td>607.38</td>
<td>560.62</td>
</tr>
<tr>
<td>5 hrs</td>
<td>459.40</td>
<td>506.14</td>
<td>467.18</td>
</tr>
<tr>
<td>4 hrs</td>
<td>367.52</td>
<td>404.91</td>
<td>373.74</td>
</tr>
<tr>
<td>3 hrs</td>
<td>275.64</td>
<td>303.69</td>
<td>280.32</td>
</tr>
<tr>
<td>2 hrs</td>
<td>183.77</td>
<td>202.46</td>
<td>186.88</td>
</tr>
<tr>
<td>1 hrs</td>
<td>91.88</td>
<td>101.24</td>
<td>93.43</td>
</tr>
</tbody>
</table>
Hours of Work

- Maximum hours = 12 hours (full time)
  6 hours (part time)

- Time Use Guideline (Appendix C)

- Keep track of hours worked
Benefits

- Annual performance increase
- Vacation
- Leaves:
  - Child-bearing and parental leave
  - Medical leave
  - Compassionate and bereavement leave
  - Jury duty leave
  - Indigenous Practices Leave*
  - Academic Conference Leave*
Safety, Health, and Wellness

- Expectation to work in a safe and respectful environment
- Provincial Legislation (Bill 17) came into effect on June 1, 2018
  - Right to refuse dangerous work
  - Right to know
  - Right to participate
Occupation Health and Safety Act (OHS)

- Additional changes to OHS includes:
  - Harassment and Violence = workplace hazards
  - Joint Work Site Health and Safety Committee
  - Reporting incidents
Supporting Academically-Employed Graduate Students

✧ Provide advice and support for students
✧ Respond to questions by emails, phone calls, drop in visits or appointments
✧ Follow up with Provost’s Office as needed
✧ Collaborate with Provost’s Office to ensure CA compliance
✧ Advocate for academically-employed graduate students
Labour Fund

- Fund intended to support labour activities
  - These can include outreach, training of stewards, and a strike
  - Supplemented by a seed fund of $100K
- Involves collection of 1% of academically employed graduate students’ salaries
- Launched September 2021
Union Stewards

- Union stewards will be volunteers deputized to spread awareness of our collective agreement rights
- Launched Fall 2021
- One steward appointed per faculty
- Report back to the LRC
Partnership with PSAC

- The GSA chose to partner with an outside union in anticipation of a change in legislation regarding our role as a union.
- Signed a service agreement (Established October 2021)
- PSAC expands our capacity to offer labour services and advice to graduate students and assist with collective bargaining
1. Negotiating Team Chosen

- The VP Labour and Provost's Office name their negotiating representatives.
- These are named in the Fall of the year before the current Collective Agreement expires.
- Maximum of 5 representatives for each party allowed.

2. Chairs of Negotiating Teams Meet

- Informal agreement of procedure for upcoming process.
- Confirm proposal format, scheduling, and exchange relevant information.

3. Bargaining Priorities Developed and Proposals Exchanged

- The GSA names their bargaining priorities, which are voted upon by all current Academically Employed Graduate Students (AEGS), which the Negotiating Team then uses to write its Bargaining Proposal.
- The GSA and Provost's Office exchange proposals.
- Proposals are shared before the end of the Fall semester of the year before the current Collective Agreement expires.

4. Bargaining Proper Begins

- Bargaining must be conducted in good faith, working towards a Memorandum of Settlement.
- Once a Memorandum of Settlement is reached, it's submitted to the Board of Governors and GSA for ratification by all current AEGSs.

5. If Mediation Is Needed...

- If a Memorandum of Settlement is not reached, a voluntary mediator can be appointed if both parties agree.
- Both parties may also submit unresolved issues in binding arbitration following mutual agreement.
Contact Information

✧ Associate GSA VP Labour
Muneed Masood Raja
gsa.vplabour@ualberta.ca

✧ GSA Associate Director
Erika Heiberg
gsaad@ualberta.ca