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

-characteristic: Financial assistance to support graduate students’ own research

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

-characteristic: Article 10
# Stipend Components

<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-</td>
<td>GTA/GRA-</td>
<td>GTA-PI</td>
</tr>
<tr>
<td></td>
<td>Doctoral</td>
<td>Doctoral</td>
<td>Master’s</td>
</tr>
<tr>
<td>12 hrs</td>
<td>1030.44</td>
<td>1199.74</td>
<td>1107.40</td>
</tr>
<tr>
<td>11 hrs</td>
<td>944.56</td>
<td>1099.78</td>
<td>1015.11</td>
</tr>
<tr>
<td>10 hrs</td>
<td>858.70</td>
<td>999.79</td>
<td>922.83</td>
</tr>
<tr>
<td>9 hrs</td>
<td>772.83</td>
<td>899.81</td>
<td>830.55</td>
</tr>
<tr>
<td>8 hrs</td>
<td>686.96</td>
<td>799.84</td>
<td>738.25</td>
</tr>
<tr>
<td>7 hrs</td>
<td>601.08</td>
<td>699.85</td>
<td>645.98</td>
</tr>
<tr>
<td>6 hrs</td>
<td>515.22</td>
<td>599.88</td>
<td>553.70</td>
</tr>
<tr>
<td>5 hrs</td>
<td>429.35</td>
<td>499.89</td>
<td>461.41</td>
</tr>
<tr>
<td>4 hrs</td>
<td>343.48</td>
<td>399.91</td>
<td>369.13</td>
</tr>
<tr>
<td>3 hrs</td>
<td>257.61</td>
<td>299.94</td>
<td>276.86</td>
</tr>
<tr>
<td>2 hrs</td>
<td>171.75</td>
<td>199.96</td>
<td>184.57</td>
</tr>
<tr>
<td>1 hrs</td>
<td>85.87</td>
<td>99.99</td>
<td>92.28</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
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
Providing 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
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

✦ GSA VP Labour
Hiren Kaklotar
gsa.vplabour@ualberta.ca

✦ GSA Associate Director
Erika Heiberg
gsaad@ualberta.ca