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
GRA

- To support a faculty member’s academic research

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

- Article 9
Financial assistance to support graduate students’ own research

No work hours, no minimum stipend, and no EI

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-Doctoral</td>
<td>GTA/GRA-Master's</td>
<td>GTA-PI</td>
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<tr>
<td>12 hrs</td>
<td>1030.44</td>
<td>1199.74</td>
<td>1107.40</td>
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<td>11 hrs</td>
<td>944.56</td>
<td>1099.78</td>
<td>1015.11</td>
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<tr>
<td>10 hrs</td>
<td>858.70</td>
<td>999.79</td>
<td>922.83</td>
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<tr>
<td>9 hrs</td>
<td>772.83</td>
<td>899.81</td>
<td>830.55</td>
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<td>8 hrs</td>
<td>686.96</td>
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<td>601.08</td>
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<td>299.94</td>
<td>276.86</td>
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<td>171.75</td>
<td>199.96</td>
<td>184.57</td>
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<tr>
<td>1 hrs</td>
<td>85.87</td>
<td>99.99</td>
<td>92.28</td>
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</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
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
Partnership with PSAC

- The GSA may lose exclusivity as the union representing AEGSs at the U of A as of July 2022
- In anticipation of this, we’ve partnered with PSAC to facilitate transfer of responsibility
- Beginning with a service agreement (Established October 2021)
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

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