

CUPE 2278 BARGAINING – COMPONENT 1 (TEACHING ASSISTANTS)
SUMMARY OF KEY LANGUAGE CHANGES - 2020

PART A – AGREED LANGUAGE CHANGES:

Articles 3.10 (Health, Wellbeing and Hardship Fund):

- 1) Combined the Health and Welfare Benefit (1.60% of Component 1 payroll) and the Personal Hardship Fund (.25% of Component 1 payroll) into a new Health, Wellbeing, and Hardship Fund.
- 2) Eliminated Article 3.12.
- 3) Increased total funding to 2.0%.

Article 6.01 (No Discrimination):

Updated language to reflect the current protected grounds under the *Human Rights Code*.

Article 8 (Union Representatives):

Replaced Article 8 with the current Articles 10.01 and 10.02.

Article 10.02 (Job Selection):

- 1) Sets out the agreed upon definition of “staff changes, transfers or promotions”.
- 2) Provides clarity around the hiring process when an applicant applies for a lateral transfer.

Article 17.12 (Leave for Domestic Violence):

A new leave provision that is available to employees in circumstances of domestic violence.

General Wage Increases:

- 1) September 1, 2019 2%
- 2) September 1, 2020 2%
- 3) September 1, 2021 2%.

Classifications:

A number of changes were made to classification language to support service improvement initiatives around teaching quality:

- 1) Senior Teaching Assistant now includes:

In order to improve service delivery to students through a focus on teaching quality, the parties agree to revise the Senior Teaching Assistant (“STA”) classification to expand eligibility for an STA role to those employees that have substantial teaching experience, evidence of professional development, or achievement as a TA. The types of experience would include one or more of the following:

1. Have engaged in professional development activities to improve teaching quality beyond the standard training for a class, department or program. This may include leading and facilitating standard TA training as opposed to participating in such training.
2. Have engaged in and applied pedagogical research related to teaching and teaching quality to the class or course.
3. Have, under the direct mentorship of the supervisor, developed/modified/delivered new curricular material such as a lectures, worksheets, labs or discussion group topics.
4. Other evidence of a focus on teaching quality could include being nominated for or awarded teaching prizes (e.g. Killam graduate student awards).

The types of duties of an STA could include:

1. Engaging in and applying pedagogical research related to teaching and teaching quality that makes a substantial contribution to the class or course.
2. Under the direct mentorship of the supervisor, will develop/modify/deliver new curricular material such as a lectures, worksheets, labs or discussion group topics.
3. Participate in training other TAs within a course.

As an appointment to a Senior Teaching Assistant position reflects work performed, preference under Article 13 does not apply. A Senior Teaching Assistant retains preference as a Graduate Teaching Assistant 1 or Graduate Teaching Assistant 2.

- 2) Graduate Teaching Assistants 1 and 2 are no longer linked to academic classification (masters’ or doctoral programs) but to teaching experience as a Graduate Teaching Assistant:

Graduate Teaching Assistant 1 (GTA 1):

A GTA 1 is a graduate student who has completed two (2) years’ service as a graduate student teaching assistant.

Graduate Teaching Assistant 2 (GTA 2):

A GTA 2 is a graduate student with less than two (2) years’ service as a graduate student teaching assistant.

- 3) Changes to the classification system for Teaching Assistants takes effect September 1, 2020.

Undergraduate Teaching Assistants

In recognition of the wage rate inequity that exists for Undergraduate Teaching Assistants (“UTA”) as compared to Graduate Teaching Assistants, the University will provide wage adjustments for UTA supported through Service Improvement Allocation funding and changes to the classification of other positions within the Teaching Assistant hierarchy.

These additional wage adjustments are:

- 1) September 1, 2020 – 10%
- 2) September 1, 2021 – 10%

PART B – PENDING LANGUAGE CHANGES:

In recognition of the interruption of normal activity due to COVID-19, the parties agreed to finalize language related to changes that are agreed in principle:

Collective Agreement Structure:

The parties have agreed to update the Collective Agreement to provide for three (3) parts: Common to all employees; specific to Component 1; and specific to Component 2.

Other agreed in principle items are:

- Articles 3 & 4 – Union Dues, Information and Facilities (Housekeeping)
- Article 6.09 - Accommodation
- Article 9 – Discipline
- Article 10 – Grievance Procedure
- Article 11.01 – Arbitration
- Article 13.01(f) – Academic Accommodation
- Article 17.05, LOU #6 – Maternity and Parental Leave – Component 1
- Article 17.06(b) – Sick Leave
- Letter of Understanding #1 – Required Service
- Letter of Understanding #3 – Indigenous Foundations Program
- Letter of Understanding #4 – Exchange Students
- Letter of Understanding #5 – Expedited Arbitration

The parties also agreed to negotiate and finalize the following provisions:

- Articles 12.01, 12.02, Schedule E – Allocation of Hours
- Article 12.05 – Union Review
- Article 13.01(c) – Improve and simplify preference language
- Article 13.02 – Job Postings
- Article 13.03 – Job Selection
- Article 14.01 – Monthly versus Hourly Pay