

**Memorandum of Agreement**

**Between the**

**University of British Columbia**

**("University")**

**And**

**Canadian Union of Public Employees, Local 2278**

**("Union")**

**Re: Teaching Assistant Classifications**

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As part of concluding collective bargaining for a renewed Collective Agreement for term 2014 – 2019, the parties agreed to Letter of Agreement #11 committing to a review of Teaching Assistant Classifications to be completed after ratification.

Pursuant to Letter of Agreement #11, the Union and University agree to the following:

1. That Schedule A be modified as per the attached Appendix.
2. Appointments to the Senior TA classification may be made retroactive to September 1, 2016. Implementation of the revised definitions of all other classifications shall be effective on new appointments made for January 1, 2017 or after.
3. That this Memorandum of Agreement shall be considered mid-term change pursuant to the Article 1.04 of the Collective Agreement.
4. The parties agree that either the Union or the University may request a review of this Memorandum of Agreement between May 1, 2017 and July 1, 2017 and/or between May 1, 2018 and July 1, 2018 to address issues or concerns arising from the implementation and operation.
5. That any dispute arising from the implementation of paragraphs 1 through 3 of this Memorandum of Agreement or of the attached Appendix shall be resolved by referral to Expedited Arbitration pursuant to Letter of Understanding #5 of the Collective Agreement.

For the University:

For the Union:

  
Mike Vizsolyi  
Employee Relations Manager

  
Peter Lane  
Business Agent

Date

OCT. 13/16

Date

OCT. 13, 2016

## Appendix

### SCHEDULE A - WAGES AND CLASSIFICATIONS

**Wage Rates as of September 1, 2015 include the following wage increases:**

September 1, 2015	General Wage Increase	1%
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**Wage Rates as of September 1, 2016 include the following wage increases:**

July 1, 2016	Economic Stability Dividend	0.45%
September 1, 2016	General Wage Increase	0.5%

**Wage Rates from July 1, 2017 shall include the following wage increases:**

July 1, 2017	General Wage Increase	1%
July 1, 2017	Economic Stability Dividend	TBD
September 1, 2017	General Wage Increase	0.5%
July 1, 2018	General Wage Increase	1%
July 1, 2018	Economic Stability Dividend	TBD
September 1, 2018	General Wage Increase	0.5%
July 1, 2019	General Wage Increase	1%
July 1, 2019	Economic Stability Dividend	TBD

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**Copies of current and updated salary scales reflecting all increases shall be available on the UBC Human Resources website at:**

**<http://www.hr.ubc.ca/compensation/salary-administration/salary-scales/>**

**Printed copies may be obtained from CUPE 2278, UBC Human Resources, or the Manager of the Department or Unit.**

Yearly salaries for the four classifications of employees are listed below:

**EFFECTIVE DATES**

Classification	2015 Sep 01	2016 Sep 01
STA	\$12,785.90	\$12,875.18
GTA 1	\$11,949.44	\$12,032.88
GTA 2	\$11,469.60	\$11,578.80
UTA 1	\$6,407.65	\$6,468.67
UTA 2	\$5,721.12	\$5,775.60
Marker	\$5,488.80	\$5,541.12

(a) A full Teaching Assistantship in the Winter Session involves 384 hours of work including time off for vacations. The salary for employees appointed for a session who work less than 384 hours, and for employees appointed for one term of the Winter Session or for a Summer Session is calculated on a pro rata basis (refer to Articles 12.04 and 14.01).

(b) Classifications

(i) Senior Teaching Assistant (STA):

A Senior TA is a graduate student who is registered in a masters' or doctoral program at the University of British Columbia and is required by the University to perform lead hand duties as a Teaching Assistant. These duties typically include coordinating other Teaching Assistants and providing guidance, technical knowledge, and subject matter expertise to other Teaching Assistants.

(ii) Graduate Teaching Assistant 1 (GTA 1)

A GTA 1 is a graduate student who is registered in a doctoral degree program at the University of British Columbia or who is a student who holds a masters or doctoral degree in the posted or related discipline.

(iii) Graduate Teaching Assistant 2 (GTA 2)

A GTA 2 is a graduate student who holds a bachelors degree or is a graduate student who is registered in a masters degree program at the University of British Columbia or who is a student who holds a bachelors degree in the posted or related discipline.

(iv) Undergraduate Teaching Assistant 1 (UTA 1)

A UTA 1 is an undergraduate student who is registered in a bachelors degree program at the University of British Columbia who is required to perform Teaching Assistant Duties with substantial student contact.

(v) Undergraduate Teaching Assistant 2 (UTA 2)

A UTA 2 is an undergraduate student who is registered in a bachelors degree program at the University of British Columbia who performs Teaching Assistant Duties without substantial student contact.

(iv) Marker

A Marker is an employee appointed to a position which involves only marking without substantial student contact.

- (c) "Substantial student contact" within the Classifications are those duties which involve direct interaction with students on more than an incidental basis. These duties typically include providing classroom teaching, conducting tutorial sessions, providing feedback on assignments and exams, holding office hours, or demonstrating procedures to students.

"Substantial student contact" does not include duties such as setting up labs, demonstrations, or classrooms; administrative duties; or class or material preparation notwithstanding that incidental or transactional contact with students may occur.