



THE U OF A GRADUATE STUDENTS' ASSOCIATION

Collective Bargaining Ratification

The Negotiating Committees of the Graduate Students' Association of the University of Alberta (GSA) and the University of Alberta reached a tentative Collective Agreement on 19 October 2022.

All changes take effect as of the date of ratification of the Collective Agreement, unless otherwise expressly provided for in the Collective Agreement or Memorandum of Settlement.

The following summarizes some of the highlights of the Tentative Agreement, but the full text of all signed-off language is also attached for anyone who wishes to read it.

Duration

- Two-year agreement backdated to 1 September 2022, expiring on August 31st 2024

Economic Increases

- Economic increases for Graduate Teaching Assistant/Graduate Research Assistant/Graduate Teaching Assistant-Principal Instructor (GTA/GRA/GTA-PI) consistent with provincial pattern at Universities
 - 1 January 2023, 1.25% to salary portion of the stipend
 - 1 September 2023, 1.5% to the salary portion of the stipend
 - 0.5% increase to the salary portion of the stipend, retroactive to 1 September 2023, subject to a gain sharing formula

Leaves

- New Leave for Traditional Indigenous Practices
 - 5 days per year
- New Academic Conference Leave
 - 5 days per year
- Improved vacation leave provisions
 - Clarified process to ensure members get their vacation leaves
 - Clarified process for requesting carry-over
- New Holidays article
 - Members cannot be required to work on designated holidays or days when the university is closed
 - Members have the right to reschedule hours to observe religious holidays outside of the Judeo-Christian tradition

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Working Conditions

- New language affirming that members are to be paid for hours worked in excess of their contracted hours
- New language affirming that if members do not receive a performance evaluation, their performance will be deemed to be satisfactory
 - This clause is meant to ensure that members receive their yearly 5% performance increases
- New language affirming that negotiated increases apply to the members' current salaries (including any performance increments and market differential), not just the base salary
- Improved Graduate Assistant Time Use Guidelines form

Other

- Improvement to discrimination and harassment provisions
 - Members who experience discrimination or harassment can pursue complaints through grievance and/or University policy
 - Timelines for initiating discrimination and harassment grievances extended to 1 year
- New language on Disciplinary Letters
 - Letters declared null and void after 18 months if no further discipline recorded
- Improved Grievance procedures
 - Shorter procedure with clearer timelines
- New article on management rights
 - Management accepts positive obligation to exercise management rights fairly and reasonably
- New article on Joint Labour/Management Committee
 - Language guaranteeing regular meetings between the GSA and the University to troubleshoot issues that come up and advance member interests
- New article on Departmental File
 - Members have the right to review their employment file
- New Union Dues articles
- New Information article
 - Provision ensuring that the GSA receives information it needs about its members so that it can better fulfil its obligation to represent them
- New Workplace Accommodation Article
 - GSA and University agree to take collaborative approach to supporting employees who need workplace accommodations
- New Safe Disclosure article
 - Employees protected from reprisals for good faith reports of alleged wrongdoing
- New language to protect the bargaining agency of the GSA and to remove cap on the number of GSA stewards

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- The latter allows the union to expand its stewards network to provide better representation of the members

The bargaining team— Josephine Bolaji, Dayton Chen, Hiren Kaklotar, Rachel Stark (PSAC Representative), John Eustace (PSAC Negotiator), and Erika Heiberg (GSA Associate Director)— believes that this tentative agreement provides substantial improvements to the existing agreement and recommend that members ratify it. They encourage you to review the attached sign-off language before the ratification meeting, where they will be happy to answer all of your questions.

Ratification information sessions and votes will be held:

Ratification Session 1

- Wednesday, 16 November 2022
- 1:30-2:30 PM
- Hybrid - GSA Board Room (Triffo Hall 1-31) and Zoom ([Register for Zoom](#))

Ratification Session 12

- Friday, 18 November 2022
- 3:00-4:00 PM
- Hybrid - GSA Board Room (Triffo Hall 1-31) and Zoom ([Register for Zoom](#))

A Ratification Vote will be sent to all current Academically-Employed Graduate Students (AEGSs) 22-24 November 2022.

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