

1. **Quorum Check**
Information Officer notes number of each composite Unit 1 and 2
 - Unit 1 - 24
 - Unit 2 - 5
 - Total 29

2. **PSAC Statement on Harassment**
 - Read by Tamara

3. **Elect Moderator**
 - **Freddie (Sociology)** - running election for moderator (open position, any member can run)
 - Floor is open for nominations
 - **Craig Berggold**
 - Nominates Sean Patterson (Geography and Planning)
 - Seconded by Silja
 - **Freddie (Sociology)**
 - Second call for nominations
 - Last call for nominations
 - No more nominations, Sean asked if he would like to make a statement
 - **Sean Patterson (Geography and Planning)**
 - Fifth year PhD in geography and planning
 - Has been an active participant in PSAC
 - Committed to ensuring meeting is conducted in an ethical fashion, and all voices are recognized
 - Would be a tremendous honour to serve as monitor, would do it with integrity
 - This is aligned with his own work
 - **Freddie(Sociology)**
 - Explains majority vote
 - Hands out ballots
 - Collects ballots, steps out to count votes
 - Sean leaves room
 - 100% majority elect sean as moderator

4. **Adopt and Approve Agenda**
 - **Sean Patterson (Geography and Planning)**
 - Motion to adopt and approve motion
 - Motion approved by Hannah (Geography)
 - Seconded by Yagya (Chemistry)
 - All in favor
 - None opposed
 - Motion carried

5. **Approve Minutes from 2016 Annual General Meeting**
 - **Sean Patterson (Geography and Planning)**
 - Calls for motion to approve
 - Motion approved by Silja
 - Seconded by Stephen (History)
 - All in favor
 - None opposed
 - Motion Carried

6. **Executive and Stewards Council Reports**
 - **Sean Patterson (Geography and Planning)**
 - Motion to adopt as one item
 - Approved by Astrid (Art History)
 - Seconded by Freddie (Sociology)
 - Call for discussion
 - All in favor
 - Motion carried
7. **Union Structure Committee Report**
 - **Sean Patterson (Geography and Planning)**
 - Motion to adopt
 - Motion accepted by Alexandru (Mechanical Engineering)
 - Seconded by Abigail (Art History)
 - Call for discussion
 - **Craig Berggold**
 - Motion is to accept report with two recommendations in report
 - If people would like to discuss them separately, need a friendly amendment to divide them into two separate items
 - **Sean Patterson (Geography and Planning)**
 - Call for discussion
 - All in favor
 - Motion Carried
8. **Budget Committee Report**
 - **Sean Patterson (Geography and Planning)**
 - Calls on treasurer for budget committee report
 - **Abigail (Art History, Treasurer)**
 - Budget changed to increase hours of Union admin, Increase monthly compensation of president
 - Adjustments to various line items depending on how they were used in previous years
 - Asks if anyone has any questions about this, or budget in general
 - **Sean Patterson (Geography and Planning)**
 - All those in favor
 - Motion carried
9. **Executive Officer Elections**
 - **Freddie (Sociology)** - Gives nominations
 - **President**
 - Nomination: Craig Berggold
 - Call for any other nominations for this position
 - Second call
 - Third call
 - **Craig Berggold**
 - Introduces himself
 - Will be a privilege to serve as third term as president
 - Looking forward to getting the best TA contract
 - Was successful in doing this for postdocs, looking forward to continuing this for TA/TF

- Has been a privilege to serve, looking forward to building a strong academic workers union local
 - Leaves room
 - **Freddie (Sociology)**
 - Hands out ballots
 - Counts ballots
 - Announces votes indicated yes to Craig as president
 - Calls Craig back in
- **VP Community Relations**
 - Nomination: Lesley Jamieson (Philosophy)
 - Lesley is out of town today
 - Floor open for other nominations
 - Second call
 - Third call
 - Hands out ballots
 - **Stephen Smith (History),**
 - Speaking on behalf of Lesley
 - She is a strong activist within the community
 - Activism is a main part of this role
 - **Freddie (Sociology)**
 - Reads Lesley's platform from PSAC 901 website
 - Collects ballots
 - Leaves to count ballots
 - Yes for Lesley Jamieson as VP community relations
 - **Craig Berggold**
 - Would like to put forward a motion that for uncontested positions, vote should only be a show of hands, with the nominee still leaving the room
 - Need a unanimous vote on this
 - If the chief returning officer and the moderator would accept this motion, Craig will make this motion
 - Motion made
 - Seconded by Abigail
 - **Sean Patterson (Geography and Planning)**
 - All those in favor
 - **Motion carries, unanimous**
- **VP Postdoctoral Scholar**
 - Nomination: Abigail Agresta (History)
 - Floor open for other nominations
 - First call for nominations
 - Second call
 - Third Call
 - No other nominations
 - **Abigail Agresta (History)**
 - Came to Queen's this fall, has acted as treasurer
 - Part of the bargaining team for postdoc contract
 - Has learned a lot
 - As Silja is stepping down, this is would be an honour
 - **Silja Freitag**
 - Endorses Abigail
 - **Freddie (Sociology)**

- Only post docs vote
 - Abigail leaves room
 - Calls for those in favor of Abigail
 - Everyone in favor
 - Abigail invited back in
 - Abigail introduced as new VP Post docs
- **Information Officer**
 - Taking nominations from the floor
 - **Steffie**
 - Stepping down as information officer
 - Nominates Morgan (Cultural Studies)
 - Seconded by Christine (Geography)
 - **Morgan (Cultural Studies)**
 - Accepts nomination
 - **Freddie (Sociology)**
 - Other calls for nominations, there are none
 - **Morgan (Cultural Studies)**
 - On fourth degree at Queen's, PhD candidate
 - Information officer for caucus
 - PhD in labor relations, so this is in her line of work
 - Leaves room
 - **Freddie (Sociology)**
 - Motion to destroy previous ballots
 - Motion made by Stephen Smith (History)
 - Seconded by Astrid (Art History)
 - All in favor
 - Vote for Morgan as Information Officer
 - Unanimous for Morgan as new information officer
 - Morgan invited back in, introduced as new information officer
- **Treasurer**
 - **Freddie (Sociology)**
 - Marshall Timmermans nominated
 - Call for nominations from the floor
 - Second call
 - Final call
 - No other nominations
 - **Marshall Timmermans (Chemistry)**
 - Second year PhD in Chemistry
 - Has worked on the bargaining team over the past couple of months
 - Looking forward to working with the other exec to serving the members
 - Leaves room
 - **Freddie (Sociology)**
 - Show of hands for Marshall in treasurer position
 - All in favor, unanimous
 - Invites Marshall back in, Marshall introduced as new treasurer
- **Co-Chief Steward(s)**
 - **Craig Berggold**

- There are two positions, all positions are done at the same time
 - **Freddie (Sociology)**
 - Nomination: Yagya Paudel
 - Taking nominations from the floor
 - First call for nominations
 - **Christine (Geography)**
 - Nominated Hannah Johnston from Geography
 - Seconded by Abigail
 - **Freddie (Sociology)**
 - Second call for nominations,
 - Third call
 - **Yagya Paudel (Chemistry)**
 - Elected as co-chief steward last year
 - Happy to serve in this position
 - Familiar with the grievance process, would be happy to continue serving
 - **Hannah Johnson (Geography)**
 - Currently the other co-chief steward
 - Elected in the fall
 - Looking forward to the fall new student orientation time this year, to build the active membership as we go into contract negotiations
 - Hannah and Yagya leave room
 - **Freddie (Sociology)**
 - Vote for Yagya in this position
 - All in favor, unanimous
 - Vote for Hannah
 - All in favor, unanimous
 - Hannah and Yagya invited back in, welcomed as co-chief stewards
- **Equity Officer**
 - **Freddie (Sociology)**
 - Nomination for Tamara
 - Nominations from the floor
 - First Call
 - Second Call
 - Third Call
 - No other nominations
 - **Tamara**
 - Passionate and enthusiastic in this positions
 - Elected last year for this position in April
 - With the help of bargaining team, was able to keep her promise of improving post doc contract
 - Proud of her presence on post doc bargaining team
 - Upcoming academic year will be very important as TA's and TF's enter bargaining
 - Her experience with bargaining for post docs will be useful in this
 - Will also do her best to continue identifying concerns faced by the members

- Has proudly been able to help unit 1 and unit 2 members with childcare benefits
 - Would be her pleasure and honour to continue on in this position
 - Leaves room
 - **Freddie (Sociology)**
 - Asks for show of hands for Tamara as equity officer
 - All in favor, unanimous
 - Tamara invited back in, introduced as equity officer
- **Occupational Health and Safety Officer**
 - **Freddie (Sociology)**
 - Nominations: Alexandru from Mech eng
 - Floor open for nominations
 - Second Call
 - Third call
 - No other nominations
 - Alexandru (Mech Eng)
 - Has been in this position for two years
 - One of the main ways this unit can ensure health and safety is through membership in health and safety committee
 - Finding members willing to serve and giving them the tools to do so is his job, and he has found almost a full complement of members
 - Our union as well as some others are getting together and rewriting terms of reference for how these groups work with the employer
 - Leaves room
 - Freddie (Sociology)
 - All in favor for Alexandru, unanimous
 - Alexandru welcomed back in, introduced as health and safety officer
- New executive members sworn in

10. Unit 1 Bargaining Demand Vote

- **Craig Berggold**
 - Next order of business can only be voted on by unit 1 members
 - Unit 2 members can stay, but should withhold comments, and cannot vote, welcome to leave if need be
- **Freddie (Sociology)**
 - Point of clarity:
 - Unit 1 is TA's/TF's
 - Stephen Smith makes motion for this
 - Seconded by Astrid, art history
- **Sean Patterson (Geography and Planning)**
 - Calls for discussion
 - No discussion
- **Theresa Beesley**
 - New hire, presenting on survey
 - Introduces bargaining committee and alternates
 - Bargaining survey:

- FOR INFORMATION REGARDING SURVEY, PLEASE SEE THE ATTACHED PRESENTATION
- **Craig Berggold**
 - Chair of unit 1 bargaining committee, will lead discussion
 - Based on evaluating the results, the unit 1 bargaining committee is recommending the top 5 bargaining demands
 - The membership needs to vote to change the order, move things up and down, etc
 - Once we have voted on them, Craig submits our priorities to the PSAC regional office
 - Jawara takes this list, and then we sit down at the table
 - This is important so we do fair bargaining - we don't start switching demands etc
 - We need to stay focused on our demands
 - Before we start this discussion, let's open up the floor for questions to Theresa
- **Astrid (Art History)**
 - What is the percentage of TA's and TF's with children?
- **Craig Berggold**
 - 9-10% have children, but 78% of respondents say they would support it
 - Any other questions about the presentation before we talk about the list
- **Marcus**
 - What is the minimum guaranteed stipend?
- **Craig Berggold**
 - Different standards across the university
 - Humanities it is about 14 thousand
 - Science it is about 16 thousand
 - All we did was look at the minimum for all
- **Yagya Paudel (Chemistry)**
 - Chemistry is 23 thousand
- **Freddie (Sociology)**
 - Sociology minimum is 14 thousand
- **Craig Berggold**
 - Any other questions about presentation
 - The survey was undertaken by the five mobilizers
 - The membership is about 55% in humanities, 45% in sciences, but the survey is skewed to the humanities, by about 15-20%
 - More social sciences and humanities did the survey than what is representative of the membership
- **Alexandru (Mech Eng)**
 - Asks for list of top ten issues from survey
 - Would like to point out that the minimum stipend hasn't increased, but fees have increased
 - Specific suggestion:
 - We can ask that TAships are automatically on top of the minimum funding, rather than included
 - Recommends that this be one of the top 5 demands - TAship not be included in funding package
- **Craig Berggold**
 - We are trying to condense issues into 5 points
 - This issue brought up by Alexandru is encompassed in demand 1

- We need to make demands generic enough that the bargaining committee can figure out solutions at the table
- **Theresa Beesley**
 - At York there is a tuition freeze
 - You get paid a certain amount, because it is the difference from the time when they 'froze' tuition
- **Silja Freitag**
 - Archives show that tuition breakdown changes every so often
 - This means there is room for changing things up
 - Advice is to keep things very general
- **Marcus**
 - Is there any way to make stipends more equal across departments?
- **Steffie**
 - Issues with this is that each faculty has a different tuition
- **Alexandru (Mech Eng)**
 - Wording doesn't seem to encompass the demand
- **Craig Berggold**
 - Does anyone have a recommendation to reword the demand to be more encompassing?
- **Marshall Timmermans (Chemistry)**
 - Recommendation:
 - Tuition/support/equity
- **Alexandru (Mech Eng)**
 - This still doesn't encompass the issue of scholarship drawbacks
- **Craig Berggold**
 - References current collective agreement
 - The union has no jurisdiction over the determination of funding packages
 - They will not link TA collective agreement to student funding, that is within the SGPS
- **Steffie**
 - Tuition and funding are two separate issues
 - Tuition subsidy is the possibility of not paying tuition
 - We are working all of these hours just so we can afford our tuition, which is ridiculous
 - The funding is additional, it is a different issue than paying tuition
 - We shouldn't be here working just to pay our tuition
 - These issues need to be separated
- **Craig Berggold**
 - Need to separate issue of tuition and department funding
 - Issue of tuition subsidy/fairness/equity can also include issue on clawback of TAs
 - We are asking for a subsidy/support
 - On issue of clawback, we are asking for issue/fairness that when you get additional funds you don't lose TAs
- **Silja Freitag**
 - If you have been offered a TAship as part of your funding and then have received an external scholarship, you should have the right to choose whether or not you want that TAship, it shouldn't be automatically taken away
- **Craig Berggold**
 - We will add the word FAIRNESS

- Issue is around TA CLAWBACKS
- **Alexandru (Mech Eng)**
 - Would like to add the word clawback specifically
- **Craig Berggold**
 - Clawback can't go in the first line
 - Suggestion to add the word FAIRNESS in the first demand
 - Add a specific point six that we have NO CLAWBACK OF TASHIPS AND TF CONTRACTS INCLUDED IN THE FUNDING PACKAGES WHEN YOU RECEIVE AN EXTERNAL SCHOLARSHIP
 - No point EQUITY in line 1, just fairness
- **Stephen Smith (History)**
 - Number 6 will be very popular with the membership
 - FOR JAWARA: Regarding issues with tuition, look towards 3903 York Collective Agreement, for possible ideas of dealing with tuition
- **Craig Berggold**
 - You can get more money if you get TAs on top of your funding agreement
- **Steffie**
 - Through the SGS, there is a rule that you can not work more than 10 hours a week
- **Craig Berggold**
 - This contract supersedes all SGS/SGPS rules
 - If the school has a secondary rule, than those two rules need to be litigated
 - This contract says that you can work more than 10 hours a week if you want to
 - If you do not want to work more than that, you do not have to and you can receive no punishment for this
 - Idea is that we don't want the contract to penalize people who want to do more work, we want it to protect those who do not want to do more work
 - MOVING ON We are all in agreement to amend 1 and add 6
- **Stephen Smith (History)**
 - Would flip 3 and 5 demands
 - Health and dental up to 3
 - Paid training down to 5
- **Craig Berggold**
 - To clarify, any time you are a new employee, you are automatically paid for training
 - Right now they roll it into your existing contract
- **Astrid (Art History)**
 - Agrees that health and dental should be moved up
- **Craig Berggold**
 - We can get more money, but we can't actually change the plan
 - Improvement of the plan did not show up in the top ten from the survey
 - Health and dental plan is administered by SGPS, this precedes PSAC getting money from the employer for this
 - We gave the 100 000 dollars we won to the SGPS specifically to improve vision care and extended health
 - What we are hoping to do now, is work with the SGPS to see where exactly we can improve the plan, ask the employer for more money, then work with SGPS to actually amend the plan

- **Stephen Smith (History)**
 - Would like to move that on the recommendations for the bargaining committee we reverse the order of 3 and 5
 - Seconded by Marshall Timmermans (Chemistry)
 - While it doesn't show up in survey, health and dental is very important to a lot of people
 - While we don't administer the plan, this is a good place to start amending the plan with the SGPS
- **Marshall Timmermans**
 - In survey, members ranked their top ten, and then the bargaining committee looked at all of the issues to put together the list
- **Marcus**
 - Would it be possible to just move 5 above 3 instead of flipping them
 - Both 1st and seconder say no to this
- **Hannah Johnson (Geography)**
 - As someone privy to conversations not only about what is to be included in the survey but also in hiring Theresa, our goal was to make this as reflective of the membership as possible
 - Having paid training where it is is reflective of the 500 - 600 people who participated, and we should continue with that Astrid (Art History)
 -
 - Confirming that health and dental showed up in the top 15 of the survey list
- **Craig Berggold**
 - We will get a lot more money in 5 that will benefit a lot more people
 - In 3, we are fighting for a little bit of money for every member going forward
- **Silja Freitag**
 - As long as it is on your list of demands, it will be addressed
 - Don't worry too much about the order, if it's on the list it will get attention
- **Craig Berggold**
 - The motion is to reverse the order of three and five
 - Stephen is calling the question
 - All those in favor - 9 in favor
 - All those opposed - 4 opposed
 - Motion carries
 - Any further discussion?
- **Alexandru (Mech Eng)**
 - Make a motion to flip 6 and 4
 - No seconder
 - No motion
- **Craig Berggold**
 - Any other further discussion?
 - Motion to accept these 6 demands
 - Hannah Johnson (Geography)
 - Seconded by Alexandru (Mech Eng)
 - No discussion
- **Stephen Smith (History)**
 - Calls question
 - All in favor
 - Motion carries

11. Announcements

- **Sean Patterson**
 - First call for announcements
- **Alexandru (Mech Eng)**
 - Announce winner of draw
- **Craig Berggold**
 - Going to find a number generator off the internet
 - We have a list of all of the people who took the survey
 - Winner is number 491
 - Number 491 on the excel file is Oksana Simane
- **Sean Patterson**
 - Motion to adjourn
 - Stephen Smith (History)
 - Seconded by Freddie (Sociology)
 - No further discussion
 - All in favor
 - Meeting adjourned

Attendance

Unit 1

Amegbor	Prince	Geography and Planning
Berggold	Craig	Film and Media
Drysdale	Adam	English
Ghimire	Bidur Chandra	Chemistry
Grossutti	Christine	Geography and Planning
Haffner	John	Geography and Planning
Harwood	Brennen	Philosophy
Hobill	Astrid	Art History
Houstan	Jared	Political Studies
Johnston	Hannah	Geography and Planning
Kandel	Ramjee	Chemistry
Langshaw	Fred	Sociology
Law	Andrew	English
McKnight	Stéphanie	Film and Media
Mokogwu	Chiedu	Electrical and Computer Engineering
Mussell	Linda	Political Studies
Oddie	Morgan	School of Religion
Patterson	Sean	Geography and Planning
Paudel	Yagya	Chemistry
Rose	Johnathan	Geography and Planning
Sequeira	Suhaylah	Chemistry
Smith	Stephen	History
Sonoc	Alexandru	Physics

Tambar
Timmermans
Von Hacht
Wu

Jaspreet
Marshall
Markus
Yihan

English
Chemistry
School of Kinesiology and Health
Biology

Unit 2

Agresta
Beesley
Ge
Jamaspishvili
Khanal
Wang

Abigail
Theresa
Shijian
Tamara
Prem
Hongliang

History
OHSE
Environmental
Cancer Biology and Genetics
Pathology and Molecular Medicine
Electrical and Computer Engineering

Voting for our Bargaining Demands Teaching Assistants & Teaching Fellows

Queen's University
March 30, 2017



The Public Service Alliance of Canada Local 901
www.psac901.org

Getting to a new TA & TF Unit 1 Collective Agreement

- Unit 1 Collective Agreement expires on April 30, 2017
- The Unit 1 Bargaining Committee was elected on Nov. 9, 2016
 - Stéphanie McKnight – Humanities – Cultural Studies
 - Alexander Rey – Engineering
 - John Rose – Social Sciences - Geography
 - Marshall Timmermans – Sciences - Chemistry
- As per the locals' bylaws, the committee also includes:
 - President Craig Berggold - Cultural Studies
 - Equity Officer Dr. Tamara Jamaspishvili - Dept of Pathology & Molecular Medicine
 - Co-Chief Steward Hannah Johnston – Geography
- Committee Alternates:
 - Maria Kyres - Cultural Studies
 - Yagya Paudel - Chemistry
 - Suhaylah Sequeira - Chemistry
 - Benjamin Turner - Industrial Relations

The PSAC 901 TA & TF 2017 Bargaining Survey



- The bargaining survey is one of our tools to assess our demands
- Hired Campaign Assistant Theresa Beesley
- TA and TF membership survey for our bargaining demands
 - Questionnaire, short answer & comments
- Survey questions based on
 - Previously identified issues
 - 2015-2016 Unit 1 TA and TF survey
 - Steward discussions
- Survey distribution
 - Online URL link emailed to membership



CLICK HERE FOR THE SURVEY.

The Public Service Alliance of Canada (PSAC) Local 901 is preparing for bargaining, and asks that you complete this survey for **your chance to win \$500 (to use for a good time or your tuition...)**. This survey will **take approximately 20 minutes to complete** and must be completed in one session or your responses will be lost.

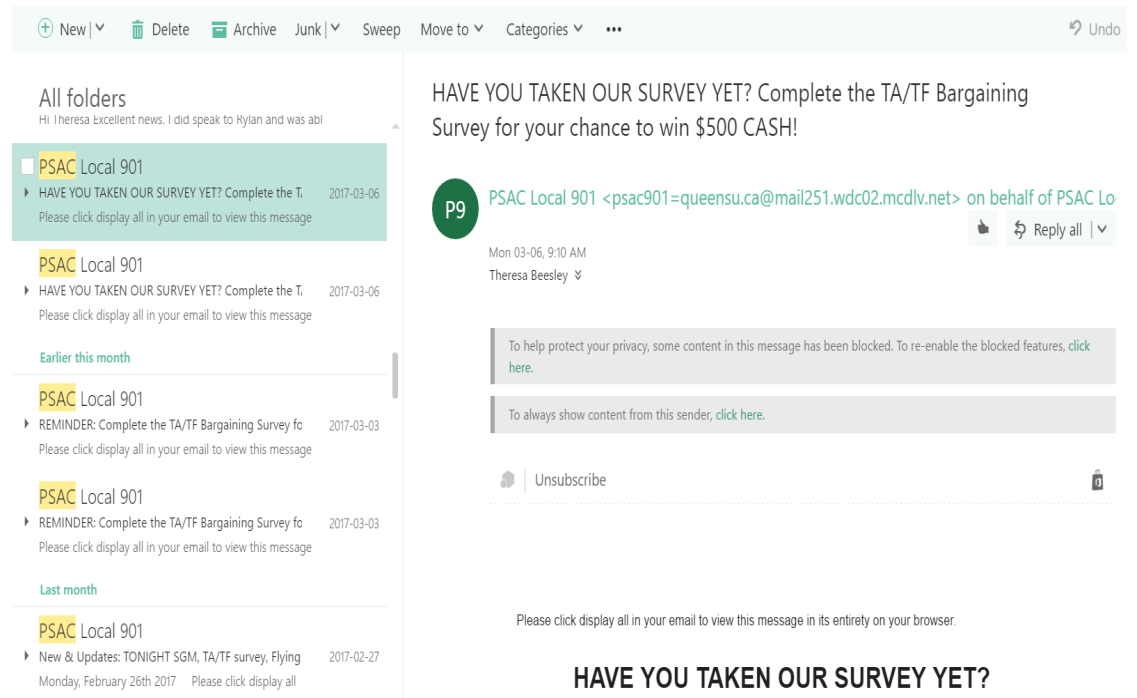
WIN \$500 CASH!

<https://www.surveymonkey.com/r/tatf901>

If you have any questions or concerns, or wish to participate in the bargaining process, please email info@psac901.org.

← **Special General Meeting: Monday, February 27th at 6:00pm in Kingston Hall Room 101**

→ **Call for Nominations: Executive Committee and Moderator**



Distribution Method



- Announced at bargaining meetings, newsletters and regular bi-weekly email updates
- Mobilizers
 - Dillion Smith
 - Jaspreet Tambar
 - Matthew Fron
 - Morgan Oddie
 - Rachel Wyatt
- Tabling at MacCorry, Queen's Center and Grad Club
- Announcement in SGPS newsletter
- **Draw for \$500 cash for participants** (at the end of meeting)

Survey Respondent Information



- ~2,000 TA & TFs in PSAC local 901 Unit 1 per academic year
- 611 respondents
 - 42% increase from 2015-2016 survey
- 105 were removed as their membership was not confirmed
- Total 506 members (25.3% response rate)
 - 436 TAs
 - 24 TFs
 - 42 TA & TF

Survey Respondent Info

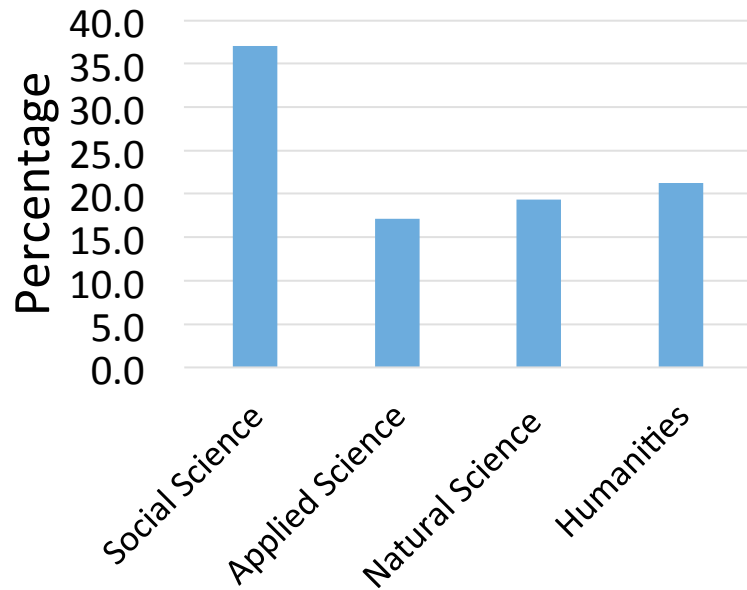


Level of study	Masters	50.60%
	PhD	49.40%
Gender	Male	41.90%
	Female	52.80%
	Prefer not to say	5.30%
Age	22-25	46.10%
	26-30	32.20%
	31-35	14.60%
	36-40	2.80%
Citizenship Status	Canadian Citizenship or Permanent Residency	82.10%
	International students	16.30%
Martial Status	Single not married	71.60%
	Married or common law	22.80%

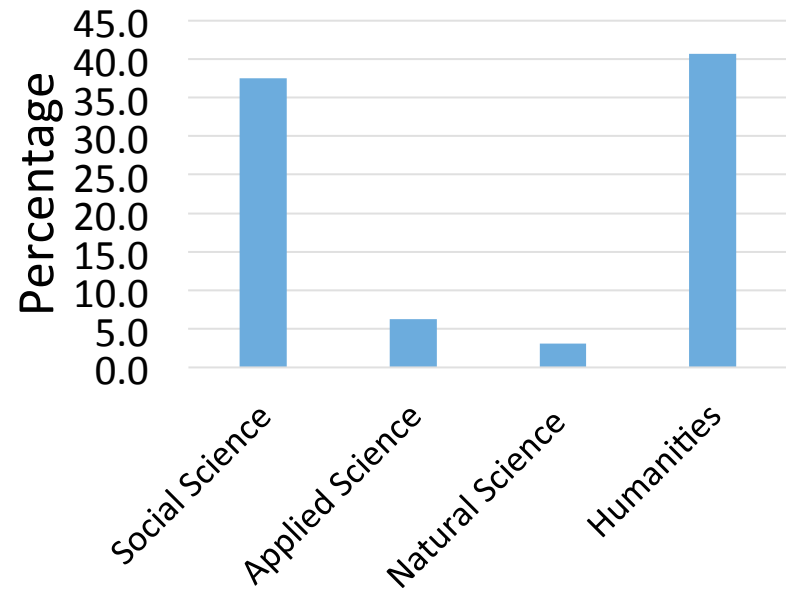
Survey Respondent Info

- Contracts by department

Teaching Assistant



Teaching Fellow



Top 10 Survey Issues



1. Tuition reduction
2. Increase hourly rate of pay
3. Loss of TA or TF work when you win an external scholarship (i.e. claw-back of departmental financial package)
4. Annual reductions to graduate funding package in years of wage increases
5. Being paid accurately and in a timely manner
6. Overtime pay
7. Being paid in addition to your TA contracted hours for mandatory training
8. Being provided with course supplies
9. Workplace environment health and safety
10. Sufficient job training or mentoring

Tuition Fees and Subsidy

“Once you deduct tuition and fees, it works out to less than minimum wage”

- 2016-2017 national graduate student tuition fee increased by 2.5%
- Queen’s University minimum funding package value \$18,000
- Queen’s Tuition cost (Masters & PhD)+ activity fee \$ 7,540
(domestic)
- Funding package (**minus**) tuition \$10,460

Funding package is replaced when receiving an external scholarship

- 62.2% did not receive top up

Tuition Fees for Degrees and Programs 2016-2017

<http://www.statcan.gc.ca/daily-quotidien/160907/dq160907a-eng.htm>

Tuition at Queen’s University

http://www.queensu.ca/registrar/sites/webpublish.queensu.ca.uregwww/files/files/Tuition_2016_2017_GRAD_Domestic.pdf

Increase hourly TA wage

- PSAC local 901 at Queen's University
 - Current rate \$37.88/hour + 4% vacation pay = \$39.31/hour
- CUPE 3902 University of Toronto
 - May 1, 2017
 - \$43.65/hr
- CUPE 3901 York University
 - September 1, 2016
 - \$55.30/hr @ max 270hrs

TF Course Contract



- 55.6% felt their compensation was not fair
- 71.4% of TFs have over 100 students in their class and have not received the 12.5% increase in pay (as per current collective agreement)
- Currently compensation for course preparation and work that occurs prior to the start of class is not in contract

Funding for TF Course Preparation



“The work for the course begins long before we start getting paid, or have even signed the contract. I also heard we are supposed to spend four hours in prep for each lecture, but I spend at least 5-7 hours per lecture.”

“Paid a fraction of what faculty are paid.”

Paid Training for TAs



- 87.8% participated in mandatory training for their TAship
 - Online modules: AODA; Health and Safety; Accessible education for instructors; Equity office
 - Total 6 hours
- 40.4% did not have mandatory training hours included in their TA contract
- 46.5% of TAs did not receive payment for their employment training in addition to their mandatory training
- 39.31 per hour x (6 hours)= **\$235.86**

Childcare Benefits



- 75.8% of respondents indicated that they are in support of child care benefits to cover child care costs
- 63.6% of respondents with children would take advantage of affordable on-campus childcare
- 45.4% of respondents with children pay between \$1,000-5,000 annually
- Childcare was identified as an essential service for those who have children and it enabled them to complete their graduate studies

Childcare Benefits

Example: York University (CUPE 3903) **paid by employer**

- Daycare-Specific Child Care Fund
 - Childcare subsidy \$40,000 allocated to each of the on-campus child care facilities
- General Childcare Fund
 - \$200,000 per year to offset the childcare costs for members with childcare responsibilities
- PSAC local 901 Childcare Bursary is **funded by members**
 - \$20,000 annually from Unit 1 & Unit 2
 - Maximum bursary grant is \$500 per semester per member

Improvement to Health and Dental Plan



- Overall Plan
 - 40.1% of all respondents were not satisfied
- Plan is administrated by the SGPS and costs approx. one million annually
- Primarily funded by graduate student activity fees
- PSAC local 901 contributes an additional \$100,000 annually (negotiated in the current collective agreement)
- PSAC local 901 makes recommendations to SGPS to improve the current plan
- Changes will require an increase in funding for the plan

Category	Undergraduate AMS Plan	Graduate SGPS Plan	% NS
Drug	80% for generic and brand name drugs	100% coverage for generic and 60% coverage for brand name drugs	38
Dental	70% to 80% of your dental costs and by visiting a Network dentist, receive an additional 20% to 30% off regular dental services, enabling up to 100% coverage. Preventive care with a plan that offers \$1,000 coverage for dental visits per year. 70% to 80% of your dental costs.	Annual combined maximum coverage of \$750/year includes: dental exams, radiographs, preventative, minor restorative, extractions, anesthesia	42.6
Paramedical	60%, up to \$400 per policy year	max reimbursement \$40 per visit up to \$500 per year total	27.1
Vision	\$50 per 2 policy years for eye exams \$75 per 24 months for new or replacement eyeglasses or contact lenses \$150 per policy year for laser eye surgery	\$70 on eye exams every 24 months and \$175 every 24 months for frames, lenses, or contact lenses	38.8
Total Cost	\$289.56	\$500	

Improvement to Health and Dental Plan



Drug Plan

“Must have drug plan coverage. Should be able to fill prescriptions at any pharmacy and still have 100% coverage. If a generic drug is not available, the name brand drug should be covered 100%. Students with chronic illnesses should not be burdened due to an insufficient drug plan.”

“Had to struggle for a year to get insurance to cover a brand specific drug because the generic is not available in my home country and needed to continue on the same regimen.”

Improvement to Health and Dental Plan



Dental Plan

“I had a root canal and went through financial hardship because it is only 10% covered.”

“The graduate dental plan is atrocious. Dental issues increase with age and yet our coverage pales compared to the undergraduate health plan.”

Improvement to Health and Dental Plan



Paramedical Services

“\$40/per visit is extremely limiting. A massage costs \$100 so each massage means I'm paying for 60% of it out of pocket. It would be so helpful if the 'per visit limit' were increased to a realistic number like \$100/visit. So, \$500 equals five one-hour long massages at a \$100 a pop at no out of pocket cost to the student.”

“I think there should be better coverage for seeing a psychologist/social worker. Mental health is a very important thing, especially in graduate school, and I think it's important to make it more accessible. If I needed counselling, I still wouldn't be able to afford it with this plan.”

Improvement to Health and Dental Plan



Vision Care

“\$175 does not even cover the cheapest possible lenses, let alone frames for the glasses. For this reason, along with the \$40 dollar per-visit maximum for paramedical services (see below), I have opted out of the medical coverage and sought independent benefits each year instead.”

Recommendation by Unit 1 TA & TF Bargaining Committee

Top 6 bargaining demands

1. Tuition support / subsidy / fairness
2. Increase TA Hourly Wage and increase TF Course Contract Rate
3. Funds to improve Health and Dental Plan & improve counselling services at the campus Wellness Center
4. New Childcare Bursary paid by employer
5. Paid employer mandated-training for TAs, *always in addition to the contract hours (minimum of 6-hours paid in addition to contract)*
6. No claw-back of TA/TF contracts included in funding packages when member's receive an external scholarship

Additional Bargaining Demands



- Racism as harassment

“Because of my accent - One of the students let me feel saying - I was thinking this Lab was supposed to be in English.”

“When I speak English, I think my elocution is good enough that everyone can understand me, however it has happened that some students are openly laughing at me because I don't pronounce a word properly.”

- Conference support as professional development fund
- \$5 staff lunch to include Unit 1 members



Our success depends on your participation!

Greater member participation means

- Better member benefits
- Better job security
- Better working conditions

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