

# Vice-President Labour Year in Review

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Vice-President Labour  
2021-2022



# What We've Accomplished

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# Collection of a union due

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| <b>Collection of 1% of all academically employed graduate student salaries</b> | This has ensured protection of the broader GSA against upcoming legislation governing core and non-core union activity.  |
|  | This has expanded our capacity to serve our members through outreach (detailed below) and our partnership with PSAC (Public Service Alliance of Canada; detailed below). |

# Growing networks of solidarity

**Service agreement with PSAC. For a flat payment of \$75000 per year (paid quarterly), we receive access to their outreach, bargaining, and legal teams as well as their strike fund.**

More effective bargaining including: access to their lead expert negotiator, bargaining researchers, and legal support.

Access to outreach support, including PSAC event planning support, social media support, swag items, and teambuilding events.

Access their legal team and strike fund has allowed us to more effectively advise our members on their rights and options for action.

Solidarity with other provincial post-secondary unions. The University of Calgary and University of Lethbridge have both entered similar service agreements, enabling streamlined joint action.

# Growing networks of solidarity

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| <p><b>Establishing regular meetings with the NASA (Non-Academic Staff Association) president</b></p> | <p>This has allowed the GSA and NASA to strengthen their relationship and take advantage of areas of mutual interest. For example, we released a joint statement in support of AASUA and CUEFA collective bargaining and informally pursued potential grievances in areas impacting both NASA and GSA members.</p> |
| <p><b>Establish regular meetings with U of C and U of L counterparts</b></p>                         | <p>Albertan post-secondary unions are now in constant, regular contact on their own terms. This allows for better informed decision-making, solidarity in bargaining and communications, and potential joint action.</p>   |

# Growing networks of solidarity

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| <b>Picket in support of CUEFA Strike</b>              | Showed our union's solidarity with the Concordia University of Edmonton Faculty Association picket in January 2022 along with the LRC team and NASA. |
| <b>Picket in support of NASA Informational Picket</b> | Showed our union's solidarity with NASA November 2021 in support of their Collective Agreement bargaining informational picket.                      |

# Outreach

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| <b>Outreach to graduate student groups</b>               | Once per term I have reached out to all graduate student groups listed, asking to present at their meetings. This has enabled our team to better serve our members by opening two-way communication between our members and myself.  |
| <b>Faculty Steward network</b>                           | By recruiting, deputizing, training, and empowering our faculty stewards, we lay the foundation for long-term community building. Our team of 7 stewards is off to a great start.  |
| <b>Proactive communication RE potential AASUA strike</b> | The community and networks we'd built this last year enabled us to proactively inform our members of the developing potential for AASUA strike-action. We held a joint town hall with AASUA, released easy to read Q & As (one written by me, one jointly written by AASUA, me, and NASA), and answered many of our members' concerns directly over email. |

# Outreach

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| <b>Video series</b>        | As a team, the Labour Relations Committee (LRC) has developed the first in a series of videos highlighting the union in accessible terms. These will be publicly posted, long-term resources for our members and put faces to titles. |
| <b>Infographics</b>        | I have developed two infographics relevant to our members (Know Your Rights and Bargaining 101), these are posted on our website and available in poster form for our members.  |
| <b>Meet the LRC events</b> | We launched our first in-person “Meet the LRC” tables this last month. This enabled us to directly meet and talk with our members, hand out swag, and become a more visible part of the campus community.                             |





**GRADUATE STUDENT ASSISTANTSHIP  
COLLECTIVE AGREEMENT**

**BETWEEN THE  
GRADUATE STUDENTS' ASSOCIATION  
(The "GSA")  
AND  
UNIVERSITY OF ALBERTA BOARD OF GOVERNORS  
(The "Board")**



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

## 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



More Details in the GSA Collective Agreement

# KNOW YOUR RIGHTS

ACADEMICALLY EMPLOYED GRADUATE STUDENT RIGHTS  
AS NEGOTIATED BY THE UNIVERSITY OF ALBERTA GRADUATE  
STUDENTS' ASSOCIATION  
2020-2021

## 3 MAIN TYPES OF WORK CONTRACT

**~60%  
STUDENT  
WORKERS**

**GRADUATE TEACHING ASSISTANT**  
• Primary instructors = GTA-PI with higher pay  
**GRADUATE RESEARCH ASSISTANT**  
• Research activities for others (i.e. faculty)

**~40%  
STUDENT  
WORKERS**

**GRADUATE RESEARCH ASSISTANTSHIP FELLOWSHIP**  
• Award-only stipend to support research activities for your own academic program  
• No EI benefits or taxes paid

**1 WEEK VACATION**  
per  
**4 MONTHS OF WORK**

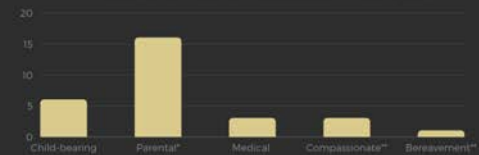
\*must be claimed within each 4 month period

**5%**

increase in salary  
each consecutive  
year of  
appointment

## LENGTH OF LEAVE

MAXIMUM WEEKS OF LEAVE YOU'RE ENTITLED TO PRIOR TO END OF CONTRACT  
APPLICABLE TO THOSE WITH CONTRACTS 3+ HOURS/WEEK



\*parental leave is 75% of stipend, all others 100% stipend

\*\*combined compassionate and bereavement leaves cannot exceed 3 weeks

AVERAGED ACROSS THE WORK CONTRACT

## MAXIMUM HOURS WORKED/WEEK

**12** for full time contract

**6** for part time contract

Complete information can be found in the GSA Collective Agreement:  
<https://www.ualberta.ca/graduate-students-association/media-library/collectiveagreement/2020-2022final-gsa-agreement.pdf>

Reach out to [gsa.vplabour@ualberta.ca](mailto:gsa.vplabour@ualberta.ca) with any questions!

# Outreach

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| <b>Labour 101 Eclass Module</b>                    | Created an eclass introducing our union and basic collective agreement rights to our members. Now up and running and available for members to use!   |
| <b>Graduate Student Supervision Program Module</b> | Created an introduction to the Collective Agreement rights of graduate student workers for a supervisory audience through this module. Collaboration between the Faculty of Graduate Studies and Research and the GSA. |

# Academically-Employed Graduate Student Union Rights

Review mode

AEGS Labour Rights

✓ AEGS Labour Rights



Lesson 2 of 2

## Your Collective Agreement



Graduate Students' Association

### What is the Collective Agreement?

The Graduate Student Assistanship Collective Agreement (CA) is a formalized agreement between Academically-Employed Graduate Students (AEGSs) (workers) and the University of Alberta Board of Governors (employer).

This is a binding agreement that specifies the duties of the employer and the conditions for all employees in the workplace. Its purpose is to protect our workers' rights and clearly define the mutual responsibilities of the worker-employer relationship.



# Collective Bargaining

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| <b>Proactive, professional outreach to our members</b> | In order to ensure our bargaining was informed from our members as directly as possible, we held a town hall on priorities, solicited and gathered feedback over email, and used the graduate student group initiative to inform our priorities. |
| <b>Development of proposals</b>                        | Using the expertise of the GSA staff, PSAC professionals, the LRC, and our members, we prepared and exchanged a top-rate non-monetary proposal.  |

# Key Initiatives to Continue

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# Outreach

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- 1/term outreach to graduate student groups
- Steward network development
- Video series on our union
- Infographics/posters
- 'Meet the LRC' outreach events

# Collective Bargaining

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Our team will continue to bargain in the upcoming spring/summer term.

We will need to ensure that:

- the entire bargaining team is kept organized and well informed
- our members are kept up-to-date with each new development

# Questions?

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