

# CUPE 2278 Collective Agreement

## Quick Reference Guide

### WAGES

There are 4 wage categories (based on full TA appointment):

- GTA I (has a master's or is enrolled in a PhD program) – \$11,342 (\$29.54/hour)
- GTA II (has a bachelor's) – \$10,914 (\$28.42/hour)
- Undergraduate TA (has no degree) – \$5,444 (\$14.18/hour)
- Marker (grades 'bubble sheet' exams ONLY) - \$5,223 (\$13.60/hour)

Categories are not only determined by the program you are registered in. Students registered in PhD programs are paid at the GTA I rate, but a master's student who already holds a master's or PhD in another discipline would also be paid at the GTA I rate.

(See Schedule A of the Collective Agreement (CA) for more information about wages)

### HOURS

- A full TAship is 384 hours work (192 hours per term), which averages at about 12 hours a week
- Some TA appointments are for only one term or a different number of hours, such as a ½ TAship of 96 hours per term
- When you are appointed as a TA, you must be told what your duties are and how many hours you will work.
- You are entitled to a written summary of this information
- ***Any work you do as a TA counts towards these paid hours***, including: class preparation, training, marking, conducting labs or tutorials, meeting with your students or with the instructor, reading and answering course-related email, or anything else associated with your TA position
- If you work all of your allotted hours, tell the instructor. You will then either stop working (while still getting paid) or be paid extra for any additional hours. ***Always record the number of hours you work.***

(See Article 12, Article 14 and Schedule A of the CA for more information about hours)

### REAPPOINTMENT

- Once hired, you are guaranteed further TA appointments – 2 years total for MA; 4 years for PhD students

(See Article 13 of the CA for more information about reappointment)

### LEAVE & VACATION

- A full TAship includes 16 hours of paid vacation per year (prorated for part TAships)
- You are entitled to 12 hours of paid sick leave per term, and unused sick leave can be carried forward to next term. It is not your responsibility to organise someone to cover your work – you just have to notify your department that you are sick.
- Maternity and parental leave is available for TAs. Sometimes this is unpaid, but you may be eligible for EI payments or support from the Hardship Maternity Fund.

(See Article 16 and Article 17 of the CA for more information about leave and vacation)

Please contact us if you have questions or if you have any problems with your TAship – we're here to help you. The Union's website is [www.cupe2278.ca](http://www.cupe2278.ca) and we're on Facebook. You can also email us at [cupe2278@interchange.ubc.ca](mailto:cupe2278@interchange.ubc.ca). ***All correspondence with your union is strictly confidential.***

# A Quick Introduction to Collective Bargaining

## What is Collective Bargaining?

Collective bargaining is a method for employees (ie. Teaching Assistants) to negotiate through a representative (ie. a union) a labour contract with the employer (ie. UBC). The Collective Agreement details wages, hours, working conditions, and other agreements between the employees and the employer. Without the Collective Agreement, gained through collective bargaining, each employee would have to form an individual agreement with the employer. By bargaining together, employees gain more influence when negotiating to improve working conditions.

## Who represents me?

As a Teaching Assistant at UBC, you are represented by the Canadian Union of Public Employees (CUPE) Local 2278. You can visit our webpage at [www.cupe2278.ca](http://www.cupe2278.ca) to find up-to-date wages, the current Collective Agreement, how to get in contact with us, and much more.

## How do I know what my rights and duties are?

The current Collective Agreement details your rights and duties. This includes information on vacation and leave, reappointment, wages, and grievances. Be sure to read it and know your rights!

## What is a bargaining year?

A Collective Agreement is a fixed term agreement. A year in which the Collective Agreement expires and a new Collective Agreement is negotiated is a bargaining year. Our current agreement expired Aug 31<sup>st</sup>, 2010. If a new Collective Agreement is not agreed upon by the expiry date, the current agreement remains in force until a new agreement is reached.

## What issues are we bargaining for in 2011?

Aside from the usual issue of increased wages, our members have identified several areas in the Collective Agreement that could be improved to make TA's lives better. Among these are guaranteed adequate office space for every TA to work, paid time off before comprehensive exams, and academic harm. In addition, many Ph.D. students take more than four years getting their degree, but are only guaranteed TAship preference for four years. We would like to get them another guaranteed year of preference. We also want to add more ways to initiate having a TA's workload checked in case it is too heavy. There are many ways to improve the Collective Agreement, but we need your continued input and support. Watch for membership meetings, check the webpage, join the Facebook group, or get in contact with us to find out how to get the issues you care about on the table!

## To get more information

You can:

- Talk to your Department Union Representative
- Visit [www.cupe2278.ca](http://www.cupe2278.ca)
- Visit our Facebook page by searching for “**CUPE 2278 (UBC TA Union)**”
- Email the Executive Committee: [cupe2278@interchange.ubc.ca](mailto:cupe2278@interchange.ubc.ca)
- Come by in person **#218-2150 Western Parkway**, Vancouver, BC V6T 1V6
- Please call us first at **604-224-2118**. We try to keep regular business hours, but we are a busy organization and often out of the office.