

# Quick Reference Guide

to the

## CUPE 2278 Collective Agreement

You're a member of the Canadian Union of Public Employees local 2278, representing around 2,600 TAs at UBC.

### Wages

There are 4 wage categories, which are:

- GTA I (someone who already has a MA or PhD) gets paid \$28.39 / hour
- GTA II (someone who already has a BA) gets paid \$27.32 / hour.
- Undergraduate TA (someone who doesn't yet have a BA) gets paid \$13.63 / hour
- Marker (someone who grades 'bubble sheet' exams ONLY) gets paid \$13.08 / hour.

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

### Hours

- A full TAship for the Winter is 384 hours work, which means 192 hours per term. Sometimes people get a TAship for only one term or receive a TAship for a different number of hours - such as a ½ TAship of 96 hours per term.
- When you are appointed as a TA, you should be told what your duties are and how many hours you are working. 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.
- If you work all the hours that you have been paid for then you should tell the instructor. You will then either stop working (while still getting paid) or be paid extra for doing the extra work. 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 you've been hired once, you are guaranteed further TAships. MA TAs are guaranteed 2 years total, and PhDs are guaranteed 4 years total.

See Article 13 of the CA for more information about reappointment.

### Leave & Vacation

- A full TAship includes 16 hours of paid vacation per year (pro-rated 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 TAsip – we're here to help you. The Union's website is [www.cupe2278.ca](http://www.cupe2278.ca) and you can email us at [cupe2278@interchange.ubc.ca](mailto:cupe2278@interchange.ubc.ca) .