

Townhall

Collective Bargaining and Tentative Agreement

Presented by the bargaining team:

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March 17, 2025



GRADUATE
STUDENTS'
ASSOCIATION

UNIVERSITY OF CALGARY

Land Acknowledgement

In the spirit of respect, reciprocity and truth, we honour and acknowledge Moh'kinsstis, and the traditional Treaty 7 territory and oral practices of the Blackfoot confederacy: Siksika, Kainai, Piikani, Stoney Nakoda Nations: Chiniki, Bearspaw, Goodstoney and Tsuut'ina Nation. We acknowledge that this territory is home to the Otipemisiwak Métis Government of the Métis Nation within Alberta Districts 5 and 6. Finally, we acknowledge all Nations – Indigenous and non – who live, work and play on this land, and who honour and celebrate this territory.

Overview

- Summary of deal
- Context
- Next steps
- Additional context
 - More money breakdowns
 - Timeline of bargaining
 - History of the deal
 - Political and economic context

Pay Increases for GAT/GANT

What's new
and
important!
(The Hits!)

Current		\$8,894.41
First pay period after ratification	+ 4.75%	\$9,316.89
January 2026	+ 2%	\$9,503.23
January 2027	+ 2%	\$9,693.30
January 2028	+ 2%	\$9,887.16

Schedule A: Pay Increases

GARs

Current		\$18.03
First pay period after ratification	+ 26.68%	\$22.84
January 2026	+ 2%	\$23.30
January 2027	+ 2%	\$23.76
January 2028	+ 2%	\$24.24

Graduate Assistants (Research) may be paid an hourly salary rate above the minimum.

What's new
and
important!
(The Hits!)

Schedule A: Pay Increases

Grad Student Writing Tutors in
Student Success Centre

What's new
and
important!
(The Hits!)

Current		Not members!
First pay period after ratification		\$25.00
January 2026	+ 2%	\$25.50
January 2027	+ 2%	\$26.01
January 2028	+ 2%	\$26.53

What's new and important! (The Hits!)

- LOU: Hourly GATS
 - Our biggest sticking point. Massive concerns over abuse by the employer
 - Half pay for TA work, and initially connected to minimum funding
 - Foresaw massive capacity for abuse
 - Imagine minimum funding contracts tied to \$18 dollar an hour wages
 - **Employer conceded to all our demands on this position**
 - Position cannot exceed 33 hours per student per term
 - Access to grievances
 - Pays at an hourly TA rate of \$45.67 an hour
- LOU: Lump Sum (\$400)
 - Exceeds retroactive for any single term of contract except for a 1.0 GAT (which would have been approx. \$422 for a semester)
 - Bargained an extra \$100 (from \$300)
 - Paid to current students that held a contract from Fall 2023 to Fall 2024
 - "Cash in hand" (not part of minimum funding guarantee)

What's better! (The Hits!)

Article 8: Maternity Leave

- Compassionate leave for GA's that suffer premature end of pregnancy

Article 9: Special Leaves

- Clearer language on Bereavement leave
- Over triple the time (27 weeks vs 8) for unpaid compassionate care leave
- New Domestic Violence Leave
 - Leave without pay, 10 days
- New Academic Conference Leave
 - Leave without pay, five consecutive days

• Article 10: Health and Safety

- Pay for GSA JWHSC rep

• Article 11: Discipline

- Employer must render discipline within 20 days
- Clearer language on GSA representation
- 24-month cap on all discipline (huge change!)

• Article 12: Joint Committee

- Formalised process, agree on agendas, and binding agreements!

• LOU: Normal Hours of work

- No more than 24 hours

What's new and important! (The Hits!)

- **Article 13: Grievances**
 - **MASSIVE INCREASE TO GRIEVANCE TIMELINES**
 - 15 Business days as opposed to 7
 - Better language regarding extensions (which may not be unreasonably denied)
- **Article 5: Graduate Assistantships**
 - Protection against prejudice if you reject a contract under extenuating circumstances
 - More language for assistantships that match your skillset/preferences
 - Contract extensions during the Fall academic term, if needed
 - AoAD completion timelines
 - Clearer language regarding formative feedback

What's new (The Hits!)

- **X2: Services and Facilities**

- GSA has formalized permissions and access to the University
- Employer committed to helping us set up separate labour office space

- **X3: Employment records**

- Workers now have access to copies of their employment contracts, AoAD forms, performance evaluation, and disciplinary letters

- **X4: Holidays**

- Don't normally have to work holidays
- Hours count 1.5 if forced to work on holiday for GATS/GANTS
- Paid 1.5 if forced to work on holidays RA's
 - **HUGE WIN! ONLY UNIT IN THE COUNTRY TO HAVE THIS**
- Time off without pay to observe non judeo-christian holidays (with notice)

What's new (The Hits!)

- **X5: Training**
 - Get paid to do mandatory training!
- **X6: Workplace Accommodation**
 - Workplace accommodations shall be provided to graduate assistants!
- **X7: Protected Disclosures**
 - Exists now
- **X9: GSA Representation and Activities**
 - Clearer language on rights of students and the rights of the association to best represent students
 - Similar to X2
 - Formal agreement that the GSA gets to participate in U of C Orientations
- **X10: Graduate Student Writing Tutors**
 - New classification within our unit

Does the bargaining team recommend this deal?

- **YES.** The bargaining team would not bring any deal to a ratification vote if we did not endorse it and think it was a fair deal for our fellow workers. We are all AEGS, and benefit (or not) the same as any of our fellow workers.
- It provides the vast majority of AEGS an immediate payment of 400\$, and a 4.75% increase to your pay immediately. While this does not reflect the economic struggles of AEGS that have gone years without a pay increase, it is a big step in the right direction
- It provides 4 years of certainty, no cuts or freezes to wages, and protection against inflation.
- Provides considerably better benefits surrounding leaves, and grievance procedure timelines, amongst other non-monetary protections
- Carve outs for parents and people dealing with personal matters
- Time and a half vacation pay, and protections around working during holidays

What next

Ratification is 50% plus 1

If ratified (i.e. vote yes) bargaining is over

- New agreement!
- Focus on grievances, providing info, and working out kinks/bridging gaps in the new agreement
 - Revive Joint Committee to monitor and work out issues
- Capacity building
 - Establish union structure, strong community
 - Build up strike fund and get ESA by next round in 4 years

If not ratified (i.e. vote no) bargaining will likely resume in fall

- Some offers may be taken off the table
- Capacity may have to shift to ESA negotiations
- No increase in dues collected, which may limit capacity for growing a strike fund. Work on getting ESA will likely be costly
- There will still be a focus on grievances and capacity building

The Vote:

- You will receive an email when voting opens
- Voting runs for 48 hours
- 00:01 Monday **March 24** until 23:59 Tuesday **March 25**
- Simple yes or no ballot, on platform Simply Voting
- Overseen by GSA Election CRO Ahmed Inzamam Chowdhury
 - Contact: cro.gsa@ucalgary.ca
- Only “academically employed graduate students” **actively** enrolled and employed on the dates of the ratification vote eligible to vote and can cast a ballot in the ratification vote.**

**Terms are based on a legal opinion that, pursuant to the Postsecondary Learning Act, SA 2003, c P-19.5, “academically employed graduate students” must be (1) actively enrolled graduate students at the University of Calgary, and (2) actively employed by the BOGUC as “academically employed graduate students



Questions?

labour.gsa@ucalgary.ca

Check website for supporting documents

Vote March 24-25!

Additional Context

More money breakdowns

Timeline of bargaining

History of the deal

Political and economic context



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Schedule A: Pay Increases

GAT/GANT
rates

Current

	Level of Appointment	Scholarship	Salary	Total
January 1, 2023 – last day of the pay period in effect on the date of ratification May 1, 2020 to December 31, 2022	full-time	\$4,447.21	\$4,447.20	\$8,894.41
	three-quarter	\$3,335.41	\$3,335.40	\$6,670.81
	one-half	\$2,223.61	\$2,223.60	\$4,447.21
	one-third	\$1,482.40	\$1,482.40	\$2,964.80
	one-quarter	\$1,111.81	\$1,111.80	\$2,223.61
	one-sixth	\$741.20	\$741.20	\$1,482.40

4.75%

	Level of Appointment	Scholarship	Salary	Total
Beginning of the first pay period following ratification December 31, 2025	full-time	\$4,658.45	\$4,658.44	\$9,316.89
	three-quarter	\$3,493.84	\$3,493.83	\$6,987.67
	one-half	\$2,329.23	\$2,329.22	\$4,658.45
	one-third	\$1,552.81	\$1,552.81	\$3,105.63
	one-quarter	\$1,164.62	\$1,164.61	\$2,329.23
	one-sixth	\$776.41	\$776.41	\$1,552.81

2%

	Level of Appointment	Scholarship	Salary	Total
January 1, 2026 – December 31, 2026	full-time	\$4,751.62	\$4,751.61	\$9,503.23
	three-quarter	\$3,563.72	\$3,563.71	\$7,127.43
	one-half	\$2,375.82	\$2,375.81	\$4,751.62
	one-third	\$1,583.87	\$1,583.87	\$3,167.74
	one-quarter	\$1,187.91	\$1,187.90	\$2,375.82
	one-sixth	\$791.94	\$791.94	\$1,583.87

Schedule A: Pay Increases

GAT/GANT
rates

2%

	Level of Appointment	Scholarship	Salary	Total
January 1, 2027 – December 31, 2027	full-time	\$4,846.65	\$4,846.64	\$9,693.30
	three-quarter	\$3,634.99	\$3,634.98	\$7,269.98
	one-half	\$2,423.33	\$2,423.32	\$4,846.65
	one-third	\$1,615.55	\$1,615.55	\$3,231.10
	one-quarter	\$1,211.67	\$1,211.66	\$2,423.33
	one-sixth	\$807.77	\$807.77	\$1,615.55

2%

	Level of Appointment	Scholarship	Salary	Total
January 1, 2028 – December 31, 2028	full-time	\$4,943.59	\$4,943.58	\$9,887.16
	three-quarter	\$3,707.69	\$3,707.68	\$7,415.37
	one-half	\$2,471.80	\$2,471.79	\$4,943.59
	one-third	\$1,647.86	\$1,647.86	\$3,295.72
	one-quarter	\$1,235.91	\$1,235.89	\$2,471.80
	one-sixth	\$823.93	\$823.93	\$1,647.86

Timeline

2017 – Legislation mandates the GSA as the bargaining agent and trade union for graduate students

2018 – GSA's first Collective Agreement is signed

2020 – Current (2020-22) Agreement signed

2021 – Preparations begin for next round of bargaining

Timeline

Jan 2023 – Bargaining begins

Oct 2023 – Bargaining team tables its last offer, impasse declared

Nov 2023 – One more bargaining session; Bargaining team refocuses to ESA exemption application

Sept 2024 – ALB rules against GSA's application for ESA exemption

Oct 2024 – Employer files for informal mediation

ESA: Essential Services Agreement

ALB: Alberta Labour Board

Timeline
(past 3 months)

Dec 5-6, 2024 – Informal mediation

Jan 2025 – Next Bargaining meeting cancelled
by previous bargaining team

Feb 13 – Employer emails membership

Mar 10 – Mediator cancels due to CUPE strike

Mar 11-12 – Both teams agree to meet for
two full days of bargaining

Mar 12 – Tentative deal reached

Reaching an offer

- More progress following the December meeting
 - Employer made significant movement on many articles, including monetary (exceeding our ask), marker grader positions (**MASSIVE WIN**), access to contracts, and more.
 - We cautiously reintroduced some items, and proposed a brand new one, and were able to negotiate the Employer's acceptance of most of them
 - Office space
 - Maternity leave

Reaching an offer

- Reviewed past progress, areas of common ground, and "the chopping block"
 - Outstanding items we would "die on the hill for"
 - Marker graders=bulletproof
 - Access to contracts
 - Lump sum payment inline-close to full retro for a semester
 - Items we would continue to push for
 - Maternity leave stipulations
 - RAship compensation (raising the floor from \$18 an hour)
 - No Clawbacks
 - Items that we could concede, or we would never realistically see movement on
 - Housing allowance (but did contemplate working in language)
 - Funds for Union operations
 - Pegging pay increases to tuition (we did functionally get this)

Political and Economic Context

- Provincial deficit: \$5 billion dollars
- UofC budget shortfall: ~ \$11 million dollars
- This UCP government history (cutting Uni funding, NOT pro labour)
- Current funding to post-secondary is an inflationary cut.
- Potential Poilievre government, or even new Liberal government, spending cuts could also impact research funding
 - Research funding cuts would impact the University of Calgary's budget
- Uncertainty around Trump tariff could lead to a recession
 - Last recession AUPE (UCalgary Support Staff) were asked to take pay cuts
 - In the 90s they took 7% pay cuts
- **Lost strike leverage. ESA likely > a year away**

Input from membership

- **It has been a long 3 years, and there was (and is) a desire for a deal soon, with a balanced approach**
- While the email from the employer was not appreciated, it did generate feedback from membership to the GSA about their thoughts and feelings on bargaining
- December offer inoffensive, and addresses some, but not all "sticking points"
 - Signalled considerable movement on some outstanding articles
- Monetary offer (including lump sum payment) was... okay.