

KNOW YOUR RIGHTS



TAUMUN REPRESENTS ?

- All Graduate Teaching Assistants (TA), Graduate Assistants (GA) and Graduate Research Assistants (RA) are the members of TAUMUN on their date of hiring.

Note that all employments of hiring TA/GA/RA are based on the terms and conditions set out in the *Collective Agreement*



Public Service Alliance of Canada

PSAC

- Formed in 1966, the Public Service Alliance of Canada is one of Canada's largest unions.
- It represents more than 172,000 people from coast to coast, the PSAC also represents people who work abroad in embassies and consulates.

TAUMUN AND PSAC

- All TAUMUN members paying union dues are also PSAC member
- TAUMUN has a service agreement with PSAC however, ours is an independent union.
- Under this service agreement, PSAC -
 - ✓ Organizes training and education for TAUMUN executives and efficient stewards
 - ✓ Provides \$5000 free life insurance for all the members
 - ✓ Appoint a negotiator and research officer in the bargaining table for TAUMUN

HISTORY

- After a struggle of about 4 years, TAUMUN, our labour union was formed in Sep 2009.
- Order issued by the Labour Relations Board of the Province of Newfoundland and Labrador
- The Bargaining Committees of the Employer and the Union have reached a tentative first Collective Agreement in June, 2010.

Note PSAC fight more than 4 years for TAUMUN to achieve the first Collective Agreement

COLLECTIVE AGREEMENT

- ⦿ In lay man terms (**Rule book**).
- ⦿ Purpose:
 - ✓ To establish orderly collective bargaining between MUN and its Graduate Assistants, represented by the TAUMUN
 - ✓ To establish and maintain a harmonious working relationship between the parties
 - ✓ Give procedures which ensure prompt resolution of disputes and grievances; and set forth the terms and conditions of employment.

RECRUITMENT PROCESS

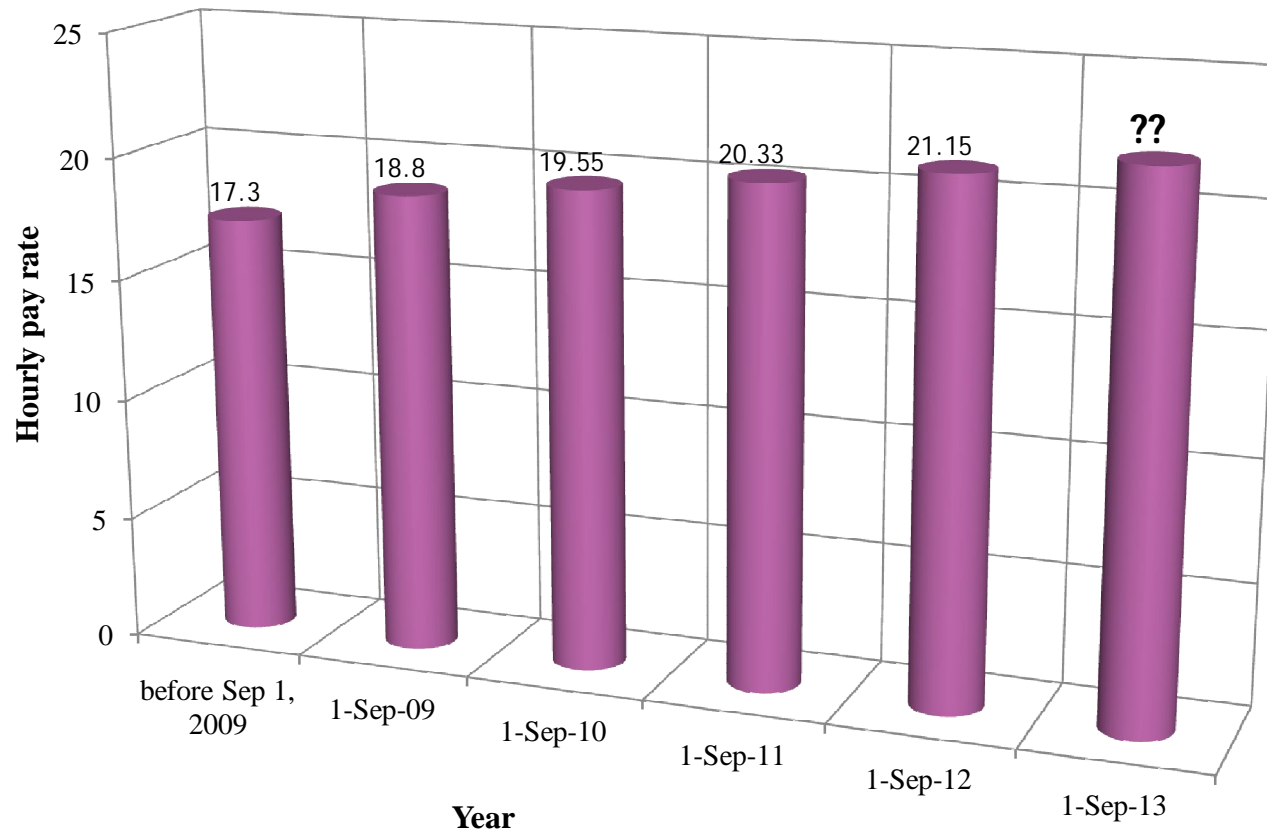
- Number of graduate assistantships required each semester has been determined by the university.
- Graduate assistantships shall then be assigned by unit according to the following priority:
 - ✓ Doctoral students receiving \$20,000 or less per annum in total funding and who meet the qualifications for the position(s);
 - ✓ Master's students receiving \$16,500 or less per annum in total funding and who meet the qualifications for the position(s);
 - ✓ Doctoral students receiving more than \$20,000 per annum in total funding and who meet the qualifications for the position(s);
 - ✓ Master's students receiving more than \$16,500 per annum in total funding and who meet the qualifications for the position(s).

BENEFITS OF HAVING COLLECTIVE AGREEMENT

- ◉ Wages
- ◉ Leaves
- ◉ Hours of work and work assignment
- ◉ Designated University holidays



WAGES



LEAVES

- ◉ **Sick Leave and Family Responsibility Leave** (without loss of pay for 2 days per semester)
- ◉ **Bereavement Leave** (without loss of pay for 3 consecutive days)
- ◉ **Compassionate Care Leave** (without pay for upto 8 weeks)
- ◉ **Pregnancy , Adoption and Parentral Leave** (without pay)
- ◉ **Reservists Leave** (without pay)
- ◉ **Court Leave** (upon request without loss of pay)
- ◉ **Special Leave** (without pay)

ACADEMIC CONFERENCES



- Subjected to approval of the supervisor and supported by a copy of the invitation to make a presentation
- Leave to be granted 2 times a year (5 days each without pay)
- In case of substitution made by the TA it will be without loss of pay.

HOURS OF WORK AND WORK ASSIGNMENT

- ◉ A **standard graduate assistantship** - 56 hours of work within a semester (14 week period).
 - ◉ A **non standard graduate assistantship** - minimum of 2 hours of work; example: invigilation duties
 - ◉ A GA may hold more than 1 graduate assistantship, however hours of work shall not exceed the maximum number of hours permitted. (22-24 hours per week for a full time student).
 - ◉ Duties of a GA: Take preparation for classes and/or labs, preparing teaching materials, teaching under the direction of course instructor, conducting research under the direction of faculty, etc.
- However duties may not be only limited to above mentioned responsibilities.

DESIGNATED UNIVERSITY HOLIDAYS

- Labour Day
- Thanksgiving Day
- Remembrance Day
- Christmas Eve
- Christmas Day
- Boxing Day
- New Year's Eve

- New Year's Day
- Second January Holiday
- Good Friday
- Memorial Day

RIGHTS OF UNION MEMBERS

- Under the Law, the right of an employee to join a union is guaranteed.

Ex : *Canada Labour Code, Part 1, Section 8(1)* – Every employee is free to join union of their choice and to participate in its lawful activities.

- **Four basic rights of a union member:**
 - Right to join and participate in union activities
 - Right to bargain collectively
 - Right to strike
 - Right to grieve

THE RIGHT TO JOIN AND PARTICIPATE

- ◉ The law protects not only a member's right to join a union, but also recognizes the member's right to be active union member.
- ◉ The following kinds of action might be leading indicators of a pattern of discrimination:
 - Assigning you more than your fair share of work
 - Taking away the more interesting parts of your job
 - Suddenly giving you too much or too little work
 - Threatening to discipline you if you continue to be involved in the union , etc

THE RIGHT TO BARGAIN COLLECTIVELY

- ❑ *We have the right to bargain (most essential right).*
- ❑ *Our next bargaining will be held in Sep 2013.*

The main reasons are to improve

- ⦿ Our wages per hour
- ⦿ Vacation time to enjoy
- ⦿ Provisions for Health and safety

Members will act collectively to pressurize the employer to come and negotiate for one contract of employment which will be applied equally to all the employees.

This bargain improves not only our life value but also our dignity and self-respect.

THE RIGHT TO STRIKE

- If bargaining processes fail, we have the right to go for strike based on the decision of majority union members.
- Strikes are usually done to convince the employer as well as to let them know regarding the importance and seriousness of members' bargaining demands.
- The reasons for the strike should be transparent and should fall under the Labour laws itemized by both **Public Service Labour Relations Act** and the **Canada Labour Code**.
- Note that **Strike is the last option !!**

THE RIGHT TO GRIEVE

- Grievance is a formally **written complaint** against the actions or lack of action of the employer in matters respecting employees' terms and conditions of employment.
- Collective agreement clearly states the right to grieve in cases where the points mentioned in the agreement are not fulfilled.
- It is a legal right.
- There are different types of grievances.
- More details will be discussed in the next session.

REFERENCES

- ◉ *Collective agreement of TAUMUN*
[http://www.taumun.ca/?page_id=213.](http://www.taumun.ca/?page_id=213)
- ◉ *PSAC materials*
<http://www.psac-afpc.com/>

THANK YOU

