

**STATEMENT ON COLLECTIVE AGREEMENT PROPOSAL AND RATIFICATION PROCESS FOR
TEACHING ASSISTANTS AND RESEARCH ASSISTANTS
TEACHING AND RESEARCH ASSISTANTS AT CONCORDIA (TRAC) UNION
JUNE 21, 2018**

As of June 21st, 2018, the TRAC Union Bargaining Team has come to an agreement with Concordia University regarding the negotiations of the new Collective Agreement (CA). The new CA will cover 2016-2021 and will take effect once ratified by TRAC members and the Concordia Board of Governors. TRAC's bargaining team is pleased that all issues raised have been addressed and we are happy to share these victories with you. We identified 5 key points that needed improvement and we are pleased to report that we had success on all accounts.

- A stop to contract splitting
- Higher wages for Teaching Assistants (TAs) and Research Assistants (RAs)
- A stop to unpaid overtime
- Better TA and RA appointment transparency
- Increase the grievance process efficiency

Contract Splitting

The issue of contract splitting will be addressed both in the short and long term. Effective as soon as the new CA is adopted, departments will no longer be required by the Concordia Administration to split contracts and will be asked to revert to previous practices. In the long term, TA and Marker wages will be harmonised by 2021 and the issue of split contracts will be permanently resolved as both wages become one. This is a first in the Montreal university sector and a win for all unionized TAs in the city and beyond, as they will be able to use our model as a point of reference in their negotiations.

Wage Increases

Under the new CA, RAs will also see respectable wage increases at all levels (Undergrad/Masters/PhD). We have achieved an especially important victory for Undergraduate RAs who shall receive, as a minimum, a living wage of over \$15/hr as of June 1st, 2020. All TAs and RAs will also receive retroactive pay for the last 2 years as soon as the tentative CA is adopted by TRAC members and Concordia Board of Governors.

Unpaid Overtime Committee

The issue of unpaid overtime is also being addressed. TRAC and Concordia Administration have agreed to form a committee to investigate workplace practices and create guidelines to seriously tackle the issue of unpaid overtime and exploitation in the workplace. The committee's work has already begun and has a mandate to produce a report by December 1st, 2018. We will be working to ensure that our member's voices are heard, and we will need your help. If you have any workload related issues, please contact your union at info@trac-union.ca and participate in our consultation sessions. With your help, we can work to ensure that no TRAC member is exploited in the future.

TA and RA Appointment Transparency

The TA and RA appointment process is also a controversial issue for our membership. Currently, the appointments process varies by department and faculty. We have made some progress here, by negotiating for a centralized online job bank system. TA appointments will be publicly listed in the job bank. However, there are some exceptions for RA appointments and some other specific appointments, which will still occur via email.

Grievance Process

We have also made gains for our legal right to file complaints and seek favourable outcomes for our members. The grievance process has been revised so that our members can file grievances up to 40 workdays after the end of the semester (previously, the time limit was 20 workdays). This helps protect our members who may not wish to speak out until after their contract is finished. However, we would remind you that it is your right under the Quebec Labour Code to act immediately when your rights are not respected. Furthermore, we have streamlined the grievance process which should reduce wait times for grievance resolutions.

A New Collective Agreement 2016-2021

We are confident that these gains will present real improvements to the working conditions and educational outcomes for all members of TRAC-PSAC Local 12500.

So it is with pride that we present to you the offer for a new CA for 2016-2021. The new CA will come into effect as soon TRAC members and the Concordia Board of Governors vote for its ratification. We will be holding information sessions to explain all the details and answer any questions you may have. These information sessions will also serve as your opportunity to vote on whether TRAC should ratify the proposal for a new CA.

Please note that, as per PSAC regulations, only members in good standing (those who hold a TA or RA contract with Concordia and who are paying union dues at the time of the vote) can vote to ratify or not the tentative CA (please see PSAC constitution for more information:

http://psacunion.ca/sites/psac/files/attachments/pdfs/constitution_june_2016_edition_0.pdf).

The four information and voting sessions will be held on:

- Wednesday, July 25 at 12:00 pm - 1:00 pm (SGW, room H411)
- Wednesday, July 25 at 5:00 pm - 6:00 pm (SGW, room H411)
- Thursday, July 26 at 11:00 am - 12:00 pm (Loyola, room SP S11)
- Thursday, July 26 at 4:00 pm - 5:00 pm (Loyola, room SP S11)

We encourage members to see us during office hours for more information on the tentative CA or to email us at info@trac-union.ca. It has been a long journey and we could not have done it without the support of the membership. Thank you for participating in your union.

In solidarity,

TRAC Executive Committee