

TRAC Welcome Package



What is TRAC

TRAC stands for the Teaching and Research Assistants at Concordia. TRAC is a labour union representing Teaching Assistants and Research Assistants at Concordia University.

As a labour union, TRAC's primary functions are:

- To negotiate working conditions and pay rates;
- To defend the rights of members.

TRAC maintains a Bargaining Officer and a Grievance Officer to support these functions on its executive committee. Along with the rest of the committee, these positions get elected by the membership.

The executive committee guides TRAC in its day-to-day activities, always focusing on what is best for the membership.

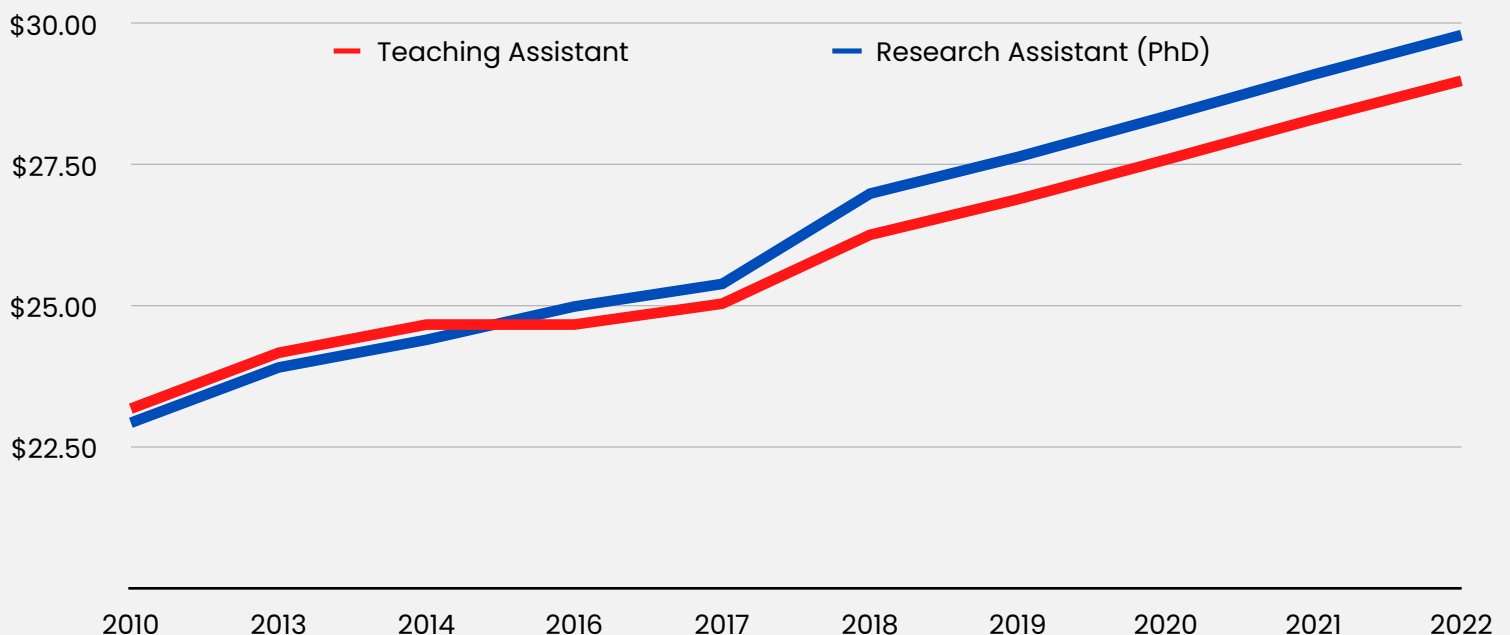
With staff from PSAC, TRAC's parent union, the Bargaining Officer forms the negotiation team when it is time to renegotiate the collective agreement with Concordia. They set members' rights and pay raises for the next few years.

The Grievance Officer is ready to support any member whose rights are not respected. They will fight for the member, escalating the matter as high as necessary to have the issue resolved.



Don't forget to take a moment to sign your membership card with PSAC. [Sign your membership card \(link\).](#)

TRAC Wages Per Hour at June 1



Structure

Membership

Every teaching assistant and research assistant is automatically part of the union the moment they sign their workload form. Members hold the final say over all decision TRAC makes, and can veto any decision at a general assembly.

PSAC

The Public Service Alliance of Canada is TRAC's parent union. PSAC offers TRAC support in negotiations with Concordia, and as acting as a higher authority should the delegates and Grievance Officer not be able to come to an understanding with the university.

With PSAC behind TRAC, members can rest assured that TRAC is operating in the best interest of their members.

General Assembly

The General Assembly is where TRAC members get to vote on the overall direction TRAC will take. From voting in the executive committee to changing the bylaws to approving the budget, the general assembly gets the final say on all of it.

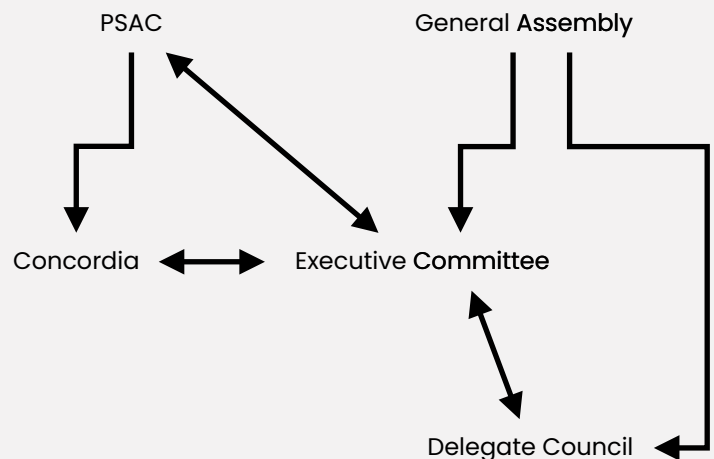
Executive Committee

The executive committee is in charge of the day-to-day operations of TRAC. The committee is composed of 7 positions: the President, the Vice President, the Secretary-Treasurer, the Grievance Officer, the Bargaining Officer, the Communications Officer, and the Mobilization Officer. Each position is elected on an annual basis at a General Assembly in the spring. The elected

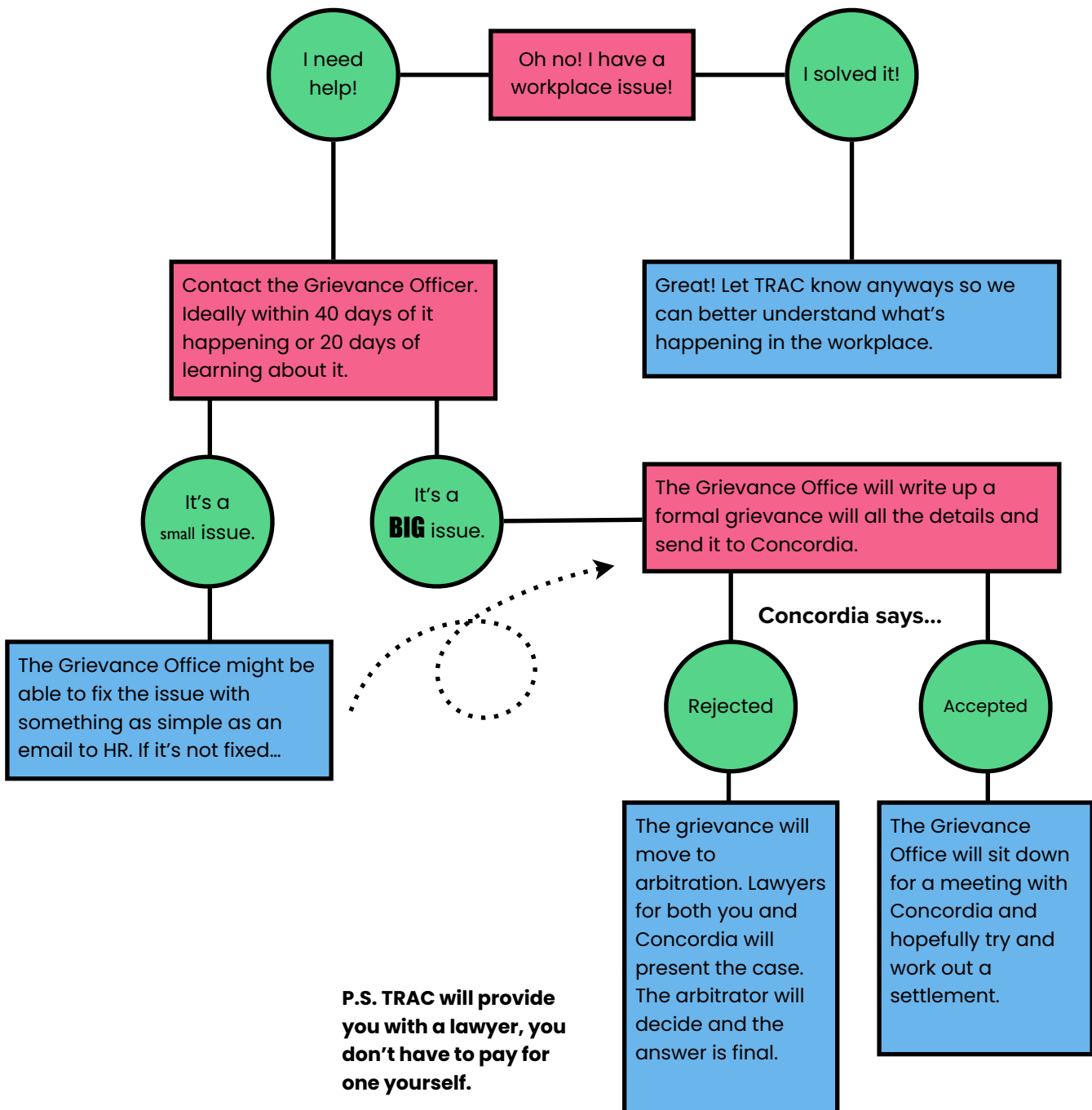
members will hold the position for one year starting June 1.

Delegate Council

Each department elects delegates who serve as the representative for that department. Delegates meet monthly with the executive committee to bring forward any issues in the department. Delegates are also the first point of contact should a member have a grievance with their supervisor or with the university.



Grievance Process



Collective Agreement

The Collective Agreement is the result of negotiations between the Employer and TRAC with the goal of establishing and maintaining equitable working conditions for all members. Upholding the agreement is a collaborative process between the Union, the Employer, and the Membership. Please familiarize yourself with the basics of the current agreement so that you can make sure you are receiving all of the benefits that our bargaining team has negotiated for you.

All TRAC members should...

- Have a written contract
- Receive compensation for legal holidays
- Have the right to request the presence of a Union Representative in disciplinary meetings and meetings related to Grievances with your supervisor
- Receive necessary training in your job and in health and safety procedures
- Have the right to a workplace free of harassment, sexual harassment, psychological harassment, discrimination, and overwork
- Earn wages in accordance with the Salary structure in our Collective Agreement.



The Collective Agreement is an important document as a union member.

Read the full Collective Agreement (PDF).

Role	2020-2021	2021-2022	2022-2023
TA	\$27.60	\$28.32	\$29.00
RA PHD	\$28.37	\$21.62	\$22.14
RA MASTERS	\$21.07	\$21.62	\$22.14
RA UNDERGRAD	\$16.43	\$16.86	\$17.26