



THE U OF A GRADUATE STUDENTS' ASSOCIATION

Significant Progress in GSA Negotiations

The GSA Negotiating Team met with the University of Alberta team on August 29th and 31st for its third session of negotiations. The GSA team is pleased to report it made significant progress in negotiations of non-monetary issues during this session. The team made so much progress, in fact, that at the end of the session we tabled our monetary proposals.

The GSA team reached agreement on 11 articles and appendices, several of them completely new.

Agreement on amendments to existing articles:

- Article 5 – Collective Bargaining – mirroring the Alberta Labour Relations Code on notice to bargain provisions
- Article 22 – Safety, Health and Wellness – employees can file a complaint under the employer's Discrimination and Harassment Policy and/or file a grievance. Timelines for Discrimination and Harassment grievances extended to 12 months from the incident.
- Article 24 – Dispute Resolution - clarified timelines and improved language on grievances
- Article 6 – Appointments – clarified that copies of the signed Letter of Appointment or signed amended letters will be sent to the Graduate Assistant
- Appendix A – Letter's of Appointment will contain a statement indicating that members can share them with the GSA

Agreement on new articles:

- Union Dues – new article reflecting existing practice on dues collection
- Information – new article providing the GSA with information on its members at the end of each month
- Holidays – new article listing designated holidays and providing that Graduate Assistants cannot be required to work on a holidays or any day the university is closed. Also language providing process for observing other religious holidays.
- Workplace Accommodation – new article referencing the university policy and committing the parties to take a collaborative approach to workplace accommodations
- Safe Disclosure – new article referencing university policy and providing protection from reprisals
- Leave for Tradition Indigenous Practices – new article providing 5 unpaid days per calendar year to engage in traditional indigenous practices, including hunting, fishing, harvesting, and ceremony

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The team also made substantial progress on other issues, though we have not yet reached agreement on them. Significant outstanding issues include Academic Conference Leave, Vacation, and pay in lieu of vacation.

As indicated, in our last meeting with the University, the GSA team tabled its monetary package, which you will find attached to this communication. The GSA's monetary demands reflect the fact that members have not received general economic increases over the last two collective agreements, as well as the fact that inflation is likely to have a significant impact on our members over the next three years.

While dates have yet to be established for the next bargaining session with the University, we will be aiming for another meeting by mid-October. We will provide another update at that time.

Thank you for your continuing support and solidarity. You are our strength at the table!

In solidarity,
Your GSA Negotiating Team

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Josephine Bolaji (GSA Team Member)
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