

**February 18, 2021**  
**Employer's Unit 3 proposals**

**1. PROPOSAL 1: GRADUATE ASSISTANT TRAINING FUND AND GRADUATE ASSISTANT ASSIGNMENT PROTOCOL**

The University will implement a Graduate Assistant Assignment Protocol that will support the incentive of research at the University and the provision of high-quality training opportunities in research for graduate students.

~~Under a 2-year program from September 1, 2018 to August 31, 2020~~ In each of the years September 1, 2021 to August 31, 2022 and September 1, 2022 to August 31, 2023 the University will create and offer a Graduate Assistant Training ("GAT") Fund that will support the incentivization of research at the University and the provision of high-quality training opportunities in research for graduate students working with a Principal Investigator ("PI") as part of that PI's research team. The amount of the GAT Fund in each year will be \$80,000. Individual allocations under this fund will be provided to PIs with a value of up to \$X,000.00.

~~The Graduate Assistant Training (GAT) Fund will distribute up to the total of \$80,000 in each academic year to Principal Investigators who are in receipt of external research funding and commit to hiring a Graduate Assistant. Individual allocations under this fund will be provided to Principal Investigators with a value of up to \$2,000.00.~~

In order to be provided with GAT Funds a PI must:

- a. Be in receipt of external research funding;
- b. Commit to hiring a Graduate Assistant in order to have GAT Funds provisionally identified for their use; and
- c. Have executed a contract for a Graduate Assistant in order to receive the GAT Funds.

The University will provide CUPE 3903 Unit 3 with a report on GAT Fund allocations by no later than end of the Fall, Winter and Summer terms.

The GAT Fund shall be administered by the Faculty of Graduate Studies and the Faculty Relations Office ~~Office of the VPRI~~ which will be tasked with establishing a non-competitive equitable process for the distribution of ~~the funds for high quality training experiences~~ GAT Fund in accordance with the criteria for receiving funds per a and b above. CUPE 3903 will be consulted in the establishment of this process.

~~The University will take steps to ensure that researchers are advised of the distinction between Graduate Assistants (GA) and Research Assistants (RA), including the appropriate posting of GAships in order to avoid bargaining unit assignments being improperly awarded to Research Assistants.~~

~~In those situations where a graduate student considers that the assignment for which they have been engaged is not properly a Research Assistantship they ought to discuss this first with the faculty researcher and, if not satisfied, raise this with the Union.~~

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**2. PROPOSAL 2: PAID EQUITY TRAINING**

*Revise Article 15.03 and Appendix D: Graduate Assistant Workload Form to provide up to 5 hours for mandatory Occupational Health and Safety and AODA training and Sexual Violence training within the 270 hours of a full GA assignment:*

**15.03 TRAINING OR ORIENTATION**

Any Employer-required training or orientation shall be included in the hours specified in Article 15.02 above and normally shall take place during the period of time that the employee holds the position. Such training may include up to five (5) hours of mandatory Occupational Health and Safety and AODA training, and Sexual Violence training. Where the Employer is requiring that an employee attend training or orientation, the employee will be provided with timely, advance notice.

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**APPENDIX D – GRADUATE ASSISTANT WORKLOAD FORM**

**GRADUATE ASSISTANTSHIP WORKLOAD FORM**

**(Per Article 15.02)**

**(Original to Graduate Assistant, Copy to Assistantship Supervisor and CUPE 3903)**

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**Graduate Assistant**

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**Graduate Program**

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**Assistantship Supervisor, Faculty, Department**

**Responsibilities:**

(may include, but are not limited to, research, administration, clerical, meeting/communication and/or training/orientation, including up to 5 hours of mandatory Occupational Health and Safety and AODA training, and Sexual Violence training)

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