

HOW DOES **PAY** WORK?

This information assumes you are a full-time graduate student (this student status makes you Unit 1 or Unit 3. If you are a contract instructor, but are not a student, then you are Unit 2).

CUPE PAY VERSUS FUNDING PACKAGE

As a full-time graduate student, a TAship (Unit 1) or GAship/RAship (Unit 3) is included in your annual funding package. Your funding package may also include other funding in the form of scholarships, fellowships, or bursaries. If you are a Unit 1 member receiving other funding (internal or external, greater than \$5000) you don't receive the \$5000 guaranteed additional funding mentioned below. York University does not have a uniform funding package for all graduate students. For full-time PhD students with priority pool status, the value of a full TAship plus the guaranteed additional funding constitutes a 'minimum guarantee' (on the letter of offer you got before you arrived here).

UNIT 1: TEACHING ASSISTANTS

A full Teaching Assistantship (TAship) consists of a 'base salary' plus a 'grant-in-aid' (GIA) (i.e., your 'priority pool entitlement')

- ★ Between September to April, contracts are usually either eight months (270 hrs for a standard TAship) or half of this (135 hrs the Fall or Winter term)
- ★ Salary rates for Unit 1 positions (e.g., Tutor 1, Tutor 2, etc.) vary, but the GIA is the same
- ★ As a Unit 1 member with 'priority pool status,' you are guaranteed \$5000 if you don't have external funding of at least that much. This is normally given in the form of a TA, GA or RA assignment, held during the Summer term or concurrently with your TAship during the Fall or Winter term

UNIT 3: GRADUATE ASSISTANTS & RESEARCH ASSISTANTS

A full Graduate or Research Assistantship (GAship/RAship) consists of 'wages' plus a 'grant in aid' (GIA)

- ★ The full remuneration for Unit 3 members is based on a 270-hour GAship / RAship to be pro-rated for graduate assistantships of more or less than 270 hours
- ★ If you are registered full-time in the summer, you receive GA summer assistance of \$850

WHAT DO THE NUMBERS ON MY PAY STUB MEAN?

Employers must give workers an itemized pay stub each time pay is issued. It indicates each component of your pay (salary, wages, grant-in-aid). Pay stubs are in your mailbox at the department for which you work (not your home department if they are different). Your monthly income includes 4% holiday pay. Net income is after deductions for EI, CPP, and federal and provincial income taxes. Union dues are also deducted at the source from your pay. These go towards supporting Local 3903, its affiliation with CUPE National, and are deductible as tax credits on your income tax.

Sample pay stub for Unit 1: For 2011-12, the value of a full TAship (Tutor 1 position) is: base salary, \$10,110; grant in aid, \$3338; vacation pay, \$404.40 = \$13,852.40. Monthly gross [before deductions] pay is \$1731.55 (assuming an eight month contract)

Sample pay stub for Unit 3: For 2011-12, the value of a full GAship (270 hours) is: wages, \$6248; grant in aid, \$3278; vacation pay, \$249.92 = \$9775.92. Monthly gross [before deductions] pay is \$1221.99 (assuming an eight month contract)

GRADUATE FINANCIAL ASSISTANCE (a.k.a Tuition Indexation)

All Unit 1 and Unit 3 members (registered full-time + paying fees) who are visa students receive \$715 per term; all others receive \$590 per term. We get this money because we've won it through negotiations as a mechanism to off-set tuition increases. This does not show up on your paystub. Sometime toward the end of the term, it shows up as a credit on your fees account (your fee balance goes down by \$590/715) then a debit (it goes up by \$590/715), then they send you a cheque. This appears to be the case even if you have an outstanding fees balance, but don't take that for the final, absolute truth: talk to your department's Graduate Chair or Graduate Secretary.



Representing, Organizing, & Activating the Contract Faculty, Teaching Assistants, Graduate Assistants & Research Assistants @ York University, Toronto, Canada

Canadian Union of Public Employees / Syndicat Canadien de la Fonction Publique Local / Section Locale 3903

<http://3903.cupe.ca>