

# WHAT UNIT IS WHAT?



## WHO IS UNIT 1? IS IT TAs?

- ★ Mostly. The majority of TAs are full-time grad students
- ★ They are in Unit 1 because the Collective Agreement (CA) specifies this unit is composed of all “part-time employees registered at the University as **full-time graduate students** and employed in teaching, demonstrating, tutoring or marking.”
- ★ Therefore, occasionally, Course Director (CD) positions are filled by full-time grad students because departments are sometimes forward thinking (and want to give their graduate students teaching experience.) The university lets them teach upper year PhDs a course and they stay Unit 1 because they are full time grad students
- ★ **Unit 1 is less about kind of instructing what work you do and more about your status as a full-time graduate student**

## WHO IS UNIT 2? COURSE DIRECTORS?

- ★ Nope! The CA specifies that Unit 2 includes all employees “employed in teaching, demonstrating, tutoring and marking...” **except for full-time grad students**
- ★ We do have people classified as TAs—such as music tutors and nursing practicum instructors—who are Unit 2 because they are not full-time students
- ★ There are other exceptions too: full-time employees; employees working at the Faculty of Law, or teaching non-degree credit programs; employees holding part-time appointments at or above the rank of lecturer; persons whose salaries are paid from other than operating funds; graduate-level teachers at the Faculty of Environmental Studies; retirees from full time faculty at York still in York University Faculty Association; and people who work in a confidential labour relations capacity

## WHO IS UNIT 3? RESEARCH ASSISTANTS, GRADUATE ASSISTANTS, OR WHAT?

- ★ Sometimes both!
- ★ The Collective Agreement says Unit 3 is full-time, registered grad students who get financial assistance through administrative, clerical or research work
- ★ But it goes on to say that “graduate students registered as full-time at York University who receive financial assistance from or through York for research or academic activities which are predominantly for the purposes of advancing the student’s progress towards the fulfilment of their program and degree requirement are not in the unit.”
- ★ **It depends on the nature of the work you are doing, not on if you’re a GA or an RA.** So if you are doing filing and photocopying, you ought to be Unit 3. If you’re doing research work that is outside of your field (not your theory, dataset, skills, empirical reality) then you ought to be Unit 3. If it is a job that would have been created and filled without regard to you finding work, then it is Unit 3



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

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