



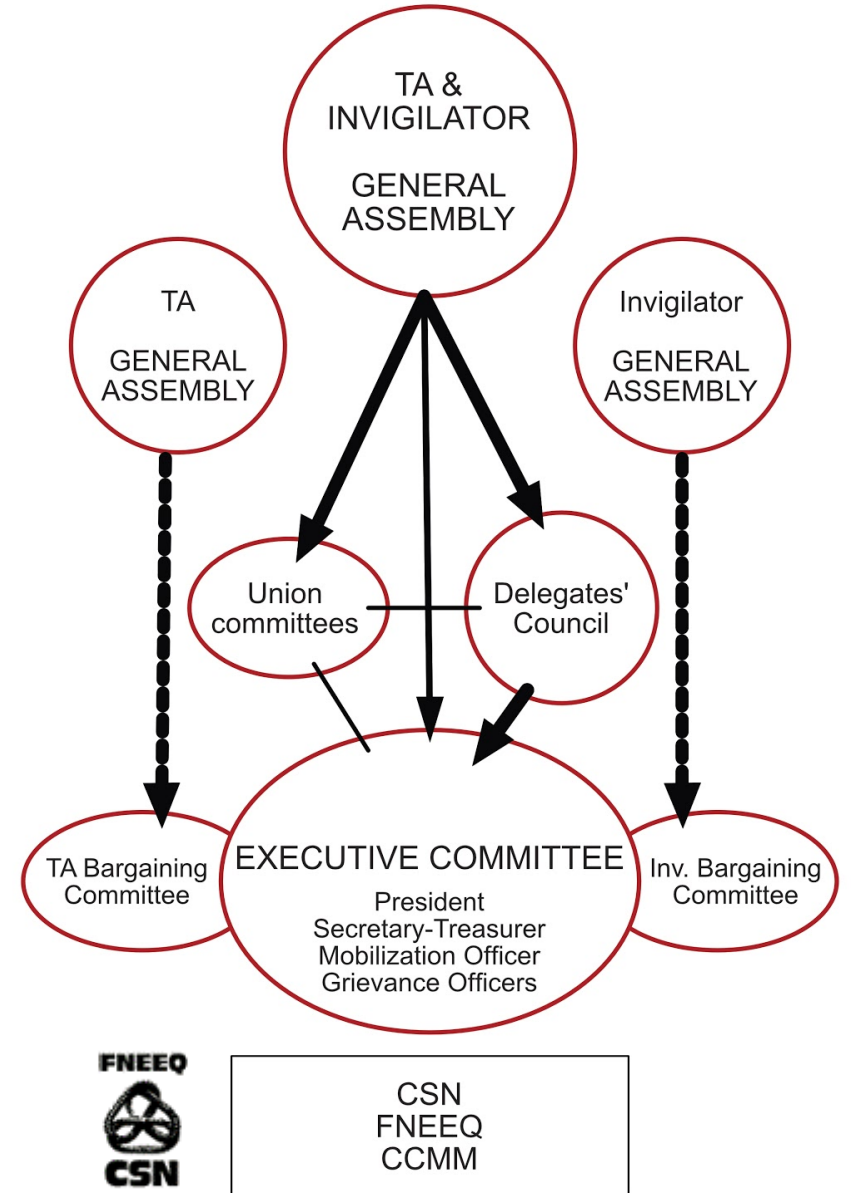
The Association of Graduate Students Employed at McGill

PGSS Council, 2 October 2019

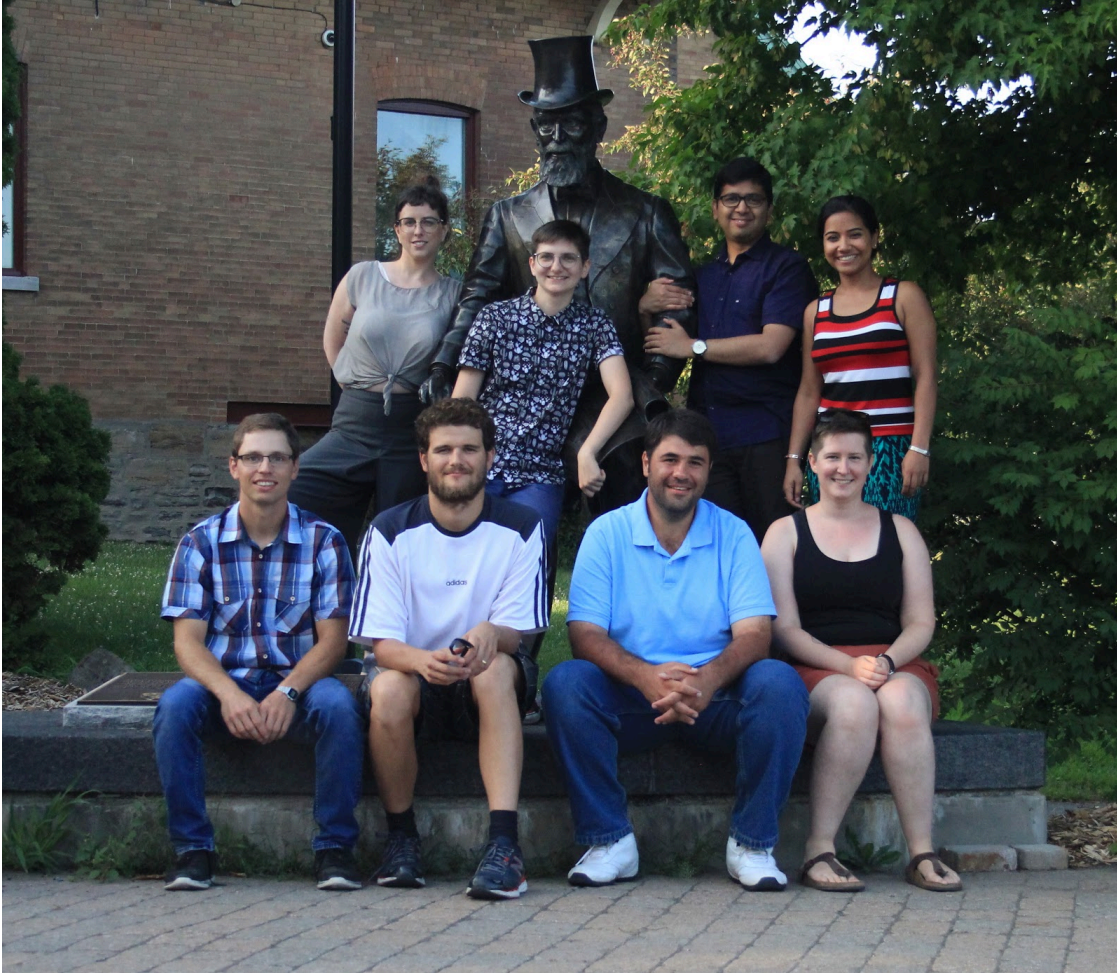
What is AGSEM/AÉEDEM?

Association of Graduate
Students Employed at
McGill

L'Association des
Étudiant-e-s Diplômé-e-s
Employé-e-s de McGill



Executive Committee



President:

Kiersten van Vliet: PhD Musicology & Gender and Women's Studies

Secretary Treasurer:

Matei Petrescu: PhD Physics

Mobilization Officer:

Rine Vieth: PhD Anthropology

TA Grievance Officer:

Kedar Mate: PhD Physical and Occupational Therapy

Invigilator Grievance Officer:

Teresa Joseph: PhD Neuroscience

TA Bargaining Chair:

Jessica Rose: PhD History

Invigilator Bargaining Chair:

Mohammad Antar: PhD Plant Science

Mac Campus Officer

Mario Roy: MA Agricultural Economics

The Delegates' Council



- 1-3 delegates per department
- Usually elected by PGSA but can be appointed by the DC
- \$100/term honorarium (including summer)
- Tasks:
 - Attend training with Mobilization Officer
 - Hold 1 mobilization event in department
 - Facilitate communication between department and AGSEM
 - Attend monthly Delegate Councils
 - Review TA tentative hiring lists to ensure that CA is respected
- Chief Delegates (\$750/term)
 - Invigilator CD
 - Mobilization CD
 - Delegates' Council Chair

Hiring Units without AGSEM Delegates

- Anatomy and Cell Biology
- Anthropology
- Biochemistry
- Biomedical Engineering
- Computer Science
- Dentistry
- Economics
- Educational & Counselling Psychology
- English
- School of Environment (MAC)
- Environmental Engineering
- Epidemiology, Biostatistics
- and Occupational Health
- Family Medicine
- Food Science
- French Language & Literature
- IGSF
- Information Studies
- Integrated Studies in Education
- Interdisciplinary Studies
- ISID
- Jewish Studies
- Kinesiology & Physical Ed.
- Linguistics
- Mathematics & Statistics
- Medical Physics
- Microbiology & Immunology
- Neuroscience
- School of Nursing
- Pathology
- Physiology
- Plant Science
- Religious Studies
- School of Social Work
- School of Urban Planning
- Quantitative Life Sciences
- & Invigilators

If you or someone in your department is interested in becoming a delegate, email:

mobilization@agsem-aeedem.ca

*Officially, as of 30 September 2019

Committees



- \$85-200 per term
- Set your own tasks and schedule—all skills are needed, all work is enough!

- Audit Committee
- Equity & Diversity Committee
- External Affairs Committee
- Mobilization Committee
- Mutual Aid Fund Committee
- Mental Health Working Group

What does the union do?

Prime Directives:

- Collective Bargaining for TAs and Invigilators
- Labour Relations and Grievances
- Unionization drive for graders

Initiatives:

- Mutual Aid Fund
- Mental Health Working Group
- Task Force on Campus Accessibility
- Working Group on Transportation
- Child care for union events
- TA Workshops and Skill Development
- External and Political Affairs
 - FUSE
 - CGEU
 - FNEEQ
 - Climate action

PGSS Council, 2 October 2019

Teaching Assistant Collective Bargaining



What is Collective Bargaining?

The TA Collective Agreement (CA) is a binding contract. It covers all aspects of your working conditions: wages, priority pool, training, the application process, and protections against harassment and discrimination. The length of the CA is negotiated in this process.

How does Collective Bargaining impact grad students?

- Higher wages for TAs
- Affects wages for other unionized and non-unionized work
- Availability of jobs for grad students
- Eligibility - which jobs are available to which students
- Pedagogical training
- Course structure and curriculum
- Graduate funding packages

Who participates in Collective Bargaining?

McGill, represented by HR.

vs.

AGSEM, represented by the Bargaining Committee

- Jessica Rose, Chair (PhD, History)
- JP Mathieu (PhD, History)
- Farid Attar (PhD, Islamic Studies)
- *Ex-officio:*
- Kiersten van Vliet, President (PhD, Music Research)
- Kedar Mate, Grievance Officer (PhD, Physical and Occupational Therapy)

AGSEM represents our members in Collective Bargaining, so member decisions are crucial at every step.



Step 1: Proposal

BC presents a proposal to the General Assembly (GA)

Members can amend any portion by a vote of a simple majority.

The proposal is ratified and becomes the bargaining mandate.

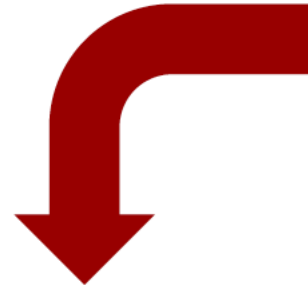


Step 2: Negotiations

BC begins negotiations with McGill

Negotiate article-by-article, starting with easy agreements and ending with monetary demands

The BC will give some concessions while staying within the bargaining mandate.



Step 3 : Mobilize

If negotiations are stalled, the BC will address the GA, who may decide to escalate bargaining tactics, or to amend their mandate.



Step 4: Ratification

If McGill accepts the union's terms, the BC will sign an Agreement in Principle, but the CA is not official until the members ratify it at a GA

All decisions are made by the highest authority in the union, the popular vote of the members.

What have we negotiated so far?

- Longer deadlines to file grievances
- Clarity, flexibility, and protections in the Priority Pool
- Stronger and clearer measures for resolving problems related to overwork
- Stronger union oversight for TA hiring in departments

What are we working on right now?

- Harassment and sexual violence
- Discrimination against trans and gender-nonconforming TAs
- Accommodations for TAs with disabilities

What is next?

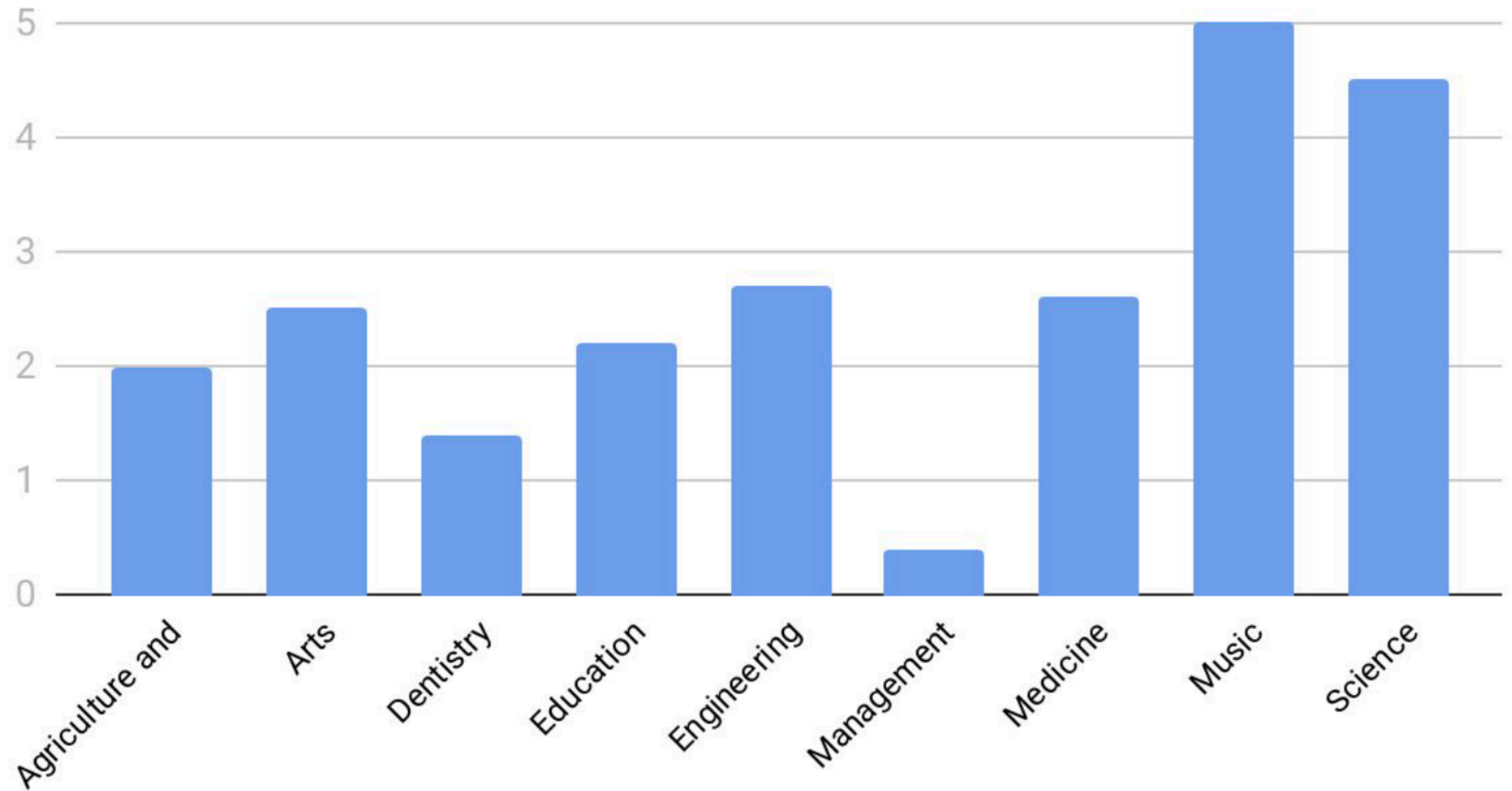
- Monetary negotiations:
 - Partial paid leave for parents
 - Increase total TA hours
 - Competitive wages
 - Changes to the funding structure

What is next? Wages

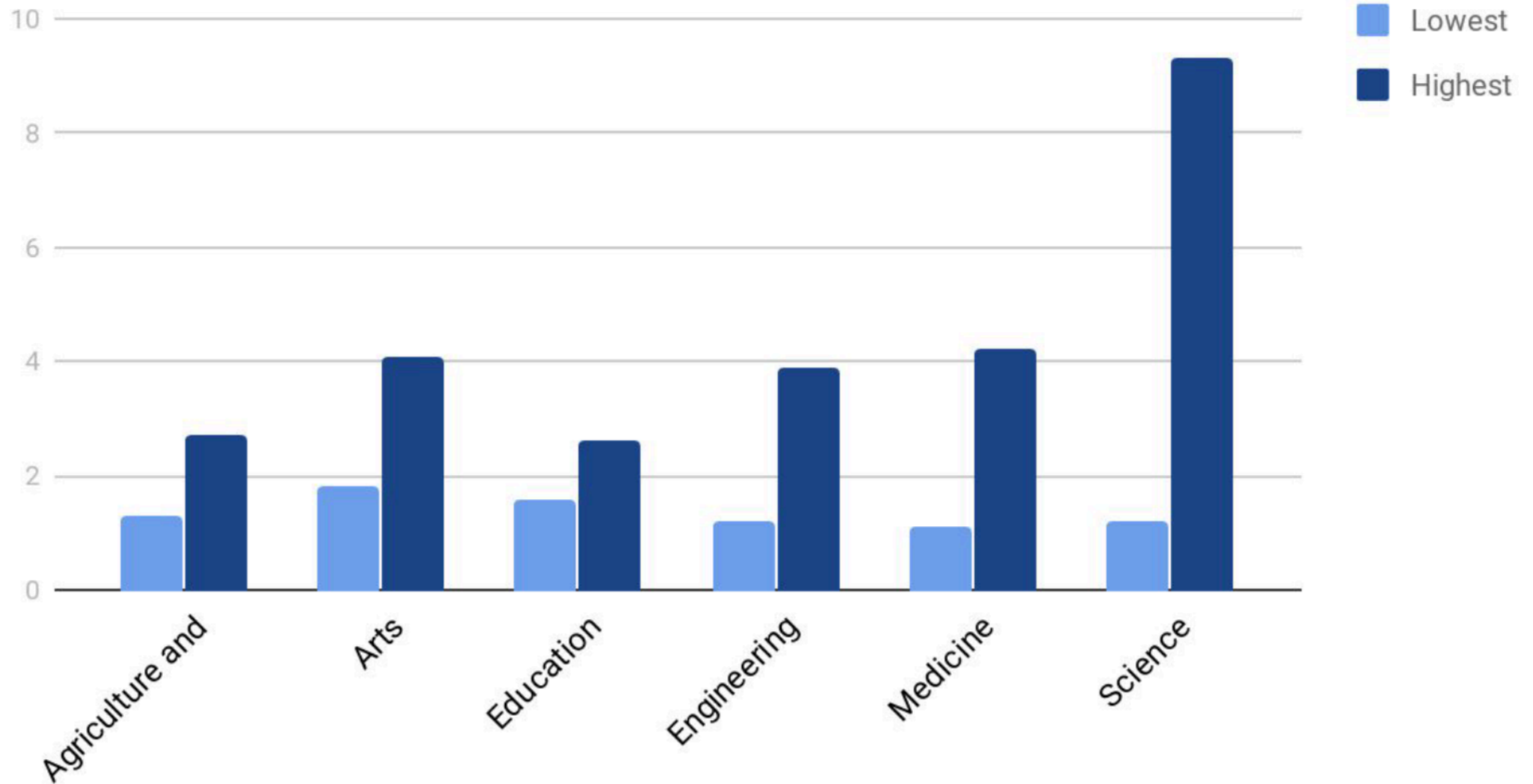
University of Toronto	\$46.24
McMaster	\$43.63
University of Ottawa	\$43.98
Queen's University	\$42.73
Ryerson	\$45.98-\$49.01
University of Victoria	\$43.64
Université Laval	\$33.55
Carleton	\$41.70
McGill	\$29.33

What's next? Total TA hours

TA Hours per Student



TA Hours per Student



For your Calendar

General Assembly:

Wednesday, October 16

5:30-8:30pm, ARTS W-215

Next Delegates' Council:

Monday, October 7

6:00-8:00pm, Rutherford 103

Inter-Union Open-House:

Thursday, October 17

6:00-8:00pm, 515 ave des Pins

Town Hall: Graduate Funding

Wednesday, October 30

6:00-9:00pm, MAASS 217

- Expenses: healthcare, fees, cost of living
- Employment: TA, RA, etc.
- External Funding
- International Student tuition
- GREAT Travel Award Eligibility
- Visa Requirements & Implied Status

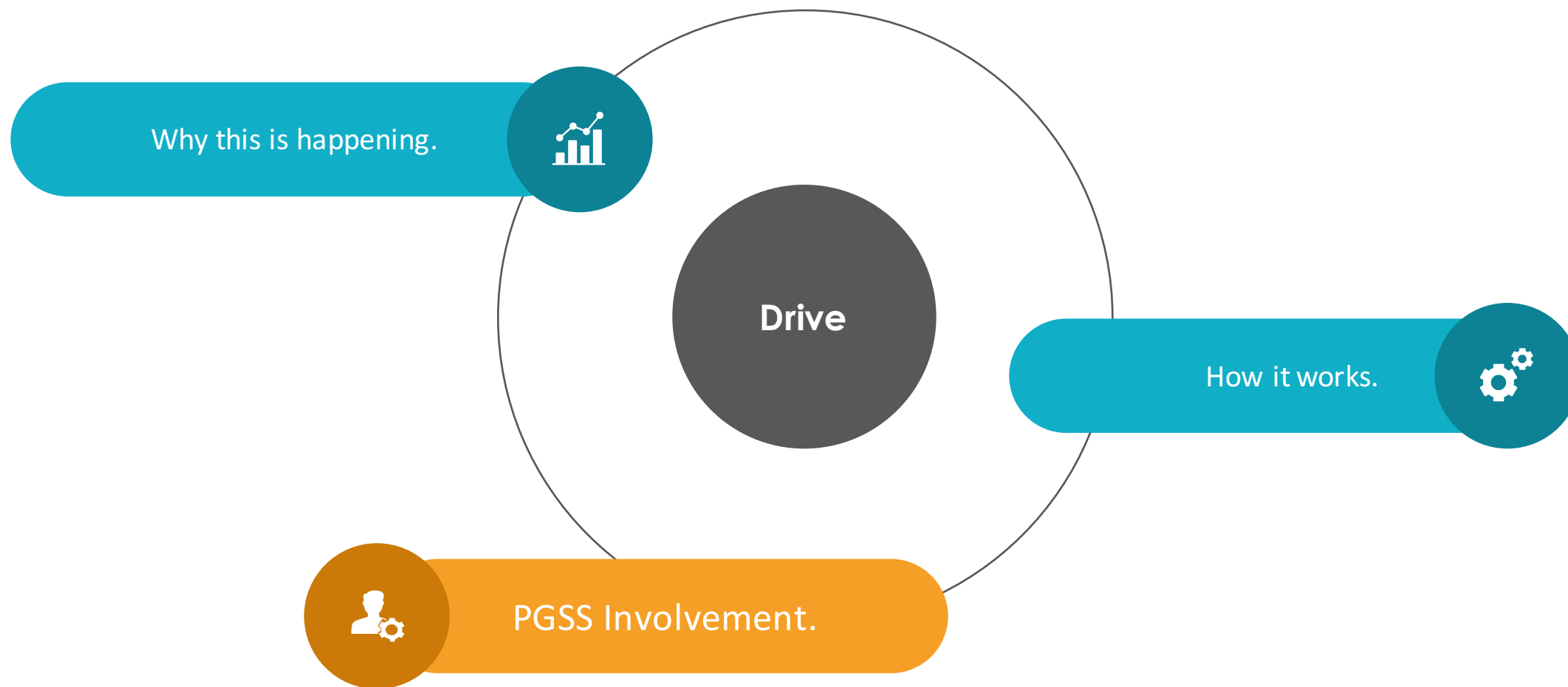


Fall 2019 Unionization Drive

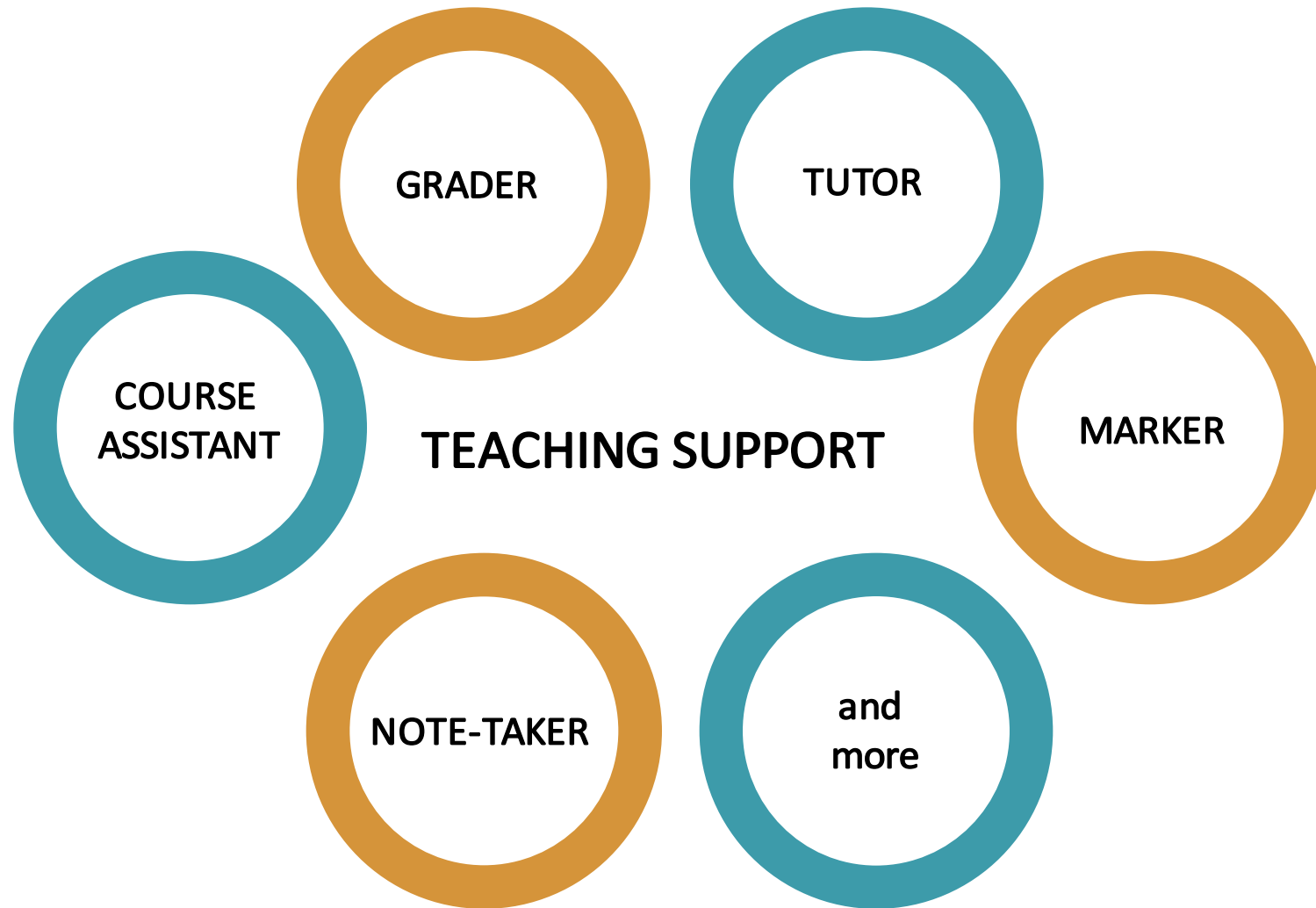
An initiative to unionize and protect teaching support workers at McGill University.

AGSEM: The Association for Graduate Students Employed at McGill
For PGSS, October 2nd 2019

2019 Unionization Drive



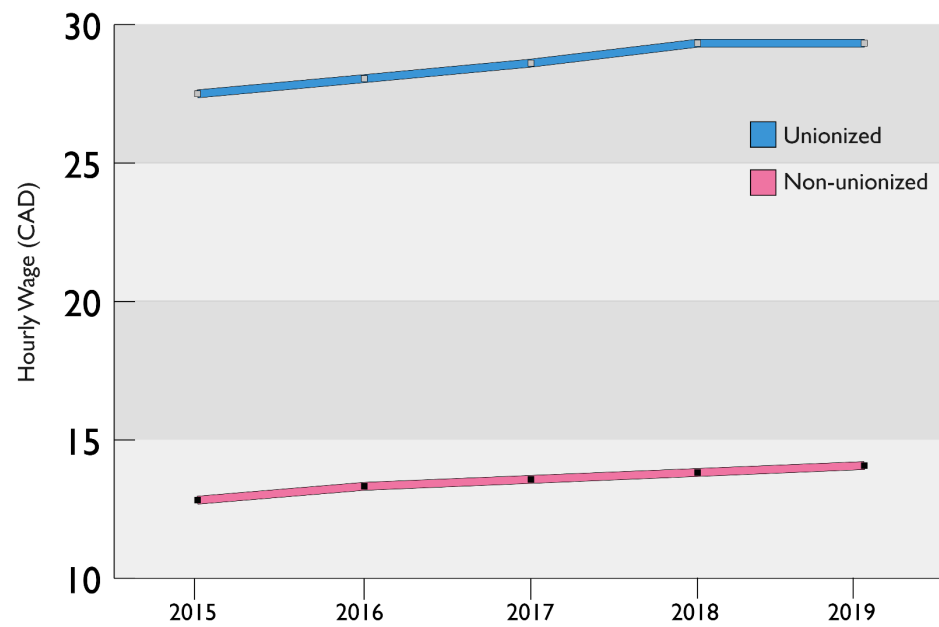
Why this is happening.



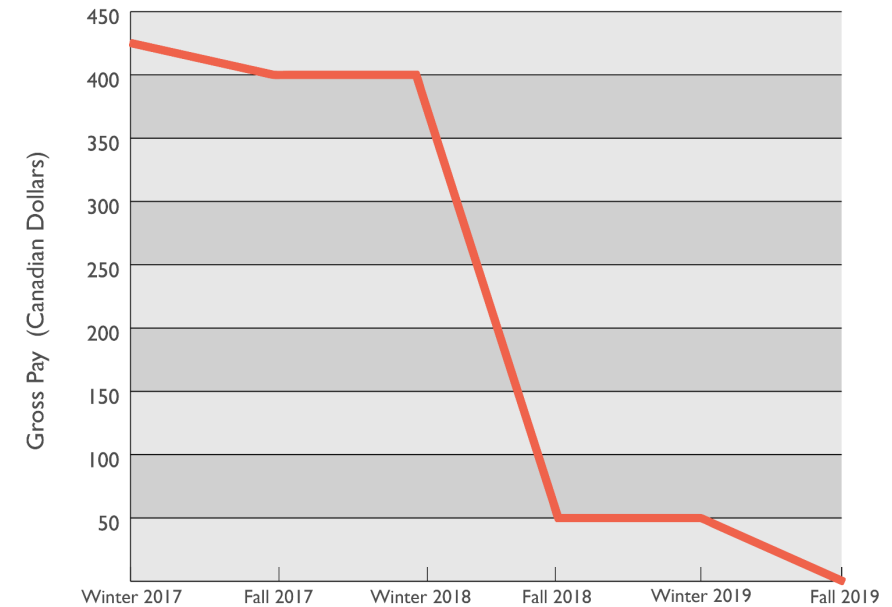
Why this is happening.



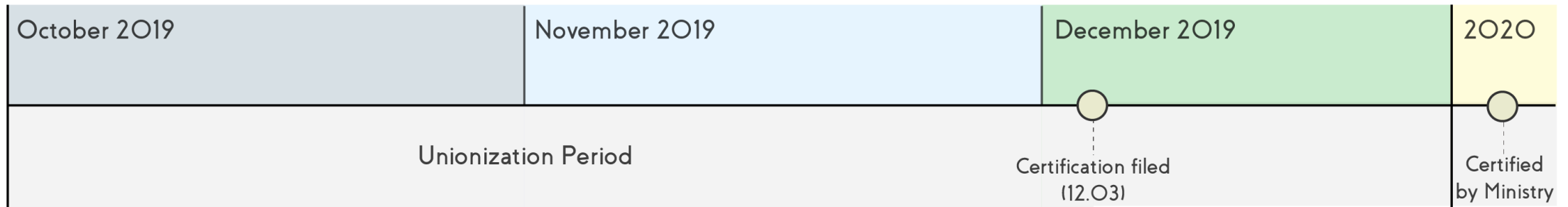
Mean Unionized vs. Non-unionized Teaching Support Wages at McGill University, 2015 - 2019



McGill Note-Taker Semesterly Compensation, 2017 - 2019



How it works.



1. Unionization Period.
2. Filing for Certification.
3. Certified by Labour Ministry.



PGSS Involvement.



Join AGSEM



Help us mobilize.



Spread the word.



www.agsem.ca/join