

Presented by TSSU on _____ at _____ am/pm.

Compensation rates:

I. Compensation

1. Compensation shall be paid as a salary and shall be exclusive of vacation pay. No position shall pay less than the minimum compensation rates outlined below. Nothing in this agreement shall prevent individual negotiation on compensation wage rates above these minimums.
2. Minimum compensation rates:
 - a. WSRA: \$25.00 per hour (April 30, 2019)
 - b. RA: \$25.00 per hour (April 30, 2019)
 - c. Grad Student Scholarship Component: \$6.50 per hour in addition (April 30, 2019)
3. Compensation shall be inclusive of all the duties and responsibilities assigned to and performed by a RA, any increase in workload beyond the agreed number of hours in the contract assigned will result in a commensurate increase in remuneration.
4. Any additional compensation awarded as a result of a grievance, overwork claim, or any other resolution of a problem, whether formal or informal, shall not result in a reduction in compensation for any RA position.

Sick Leave:

- In the event that an employee is unable, through illness or other temporary disability, to perform their duties, the employee shall inform their supervisor and be entitled to sick leave.
- Employees will receive 160 hours of paid sick leave. For each month of work completed, they will also receive an additional 10 hours of paid sick leave. The additional monthly sick leave hours will be pro-rated based on actual hours worked each month for those working less than 160 hours per month. There will be no carry over from appointment to appointment.
- Normally, medical certificates will not be required for short-term absences.
- The employer's portion of benefit premiums and the associated scholarship portion of the employee's remuneration will continue until the end of their appointment in any event.

Maternity / Parental Leave:

- Unpaid leave access as per Employment Standards Act
- For everyone: 17 weeks combined maximum top-up of the difference between E.I. and 95% of salary for those who were employed at least thirteen (13) weeks prior to taking leave and actively return to work for at least one (1) month following the leave.
- Where the granting agency provides supplements for Maternity / Parental Leave compensation beyond what is outlined above, Maternity / Parental Leave compensation shall be provided up to that maximum amount. [Tricouncil [Ref](#)]

Other Leaves:

- Compassionate Leave as in Article 25.C.2 (up to 5 paid days)
- Family Care Leave as in Article 25.C.3 (except with up to 5 paid days in addition to up to 5 unpaid days)
- Short-term Leave as in Article 25.J but with the approval of the "person responsible"
- Court Appearances as in Article 25.K
- University Closure as in Article 25.L

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- Travel Allowance as in Article 25.F
- any other leaves required under the employment standards act.

Vacation and Holidays

1. Minimum vacation time for RAs shall be:
 - a. 0-2 calendar years of employment: 3 weeks
 - b. 3-4 calendar years of employment: 4 weeks
 - c. 5 or more calendar years of employment: 5 weeks plus one additional day for each additional year of service beyond 15 years, to a maximum of 6 additional days.
2. Vacation pay of 2% of salary per week of available vacation may be paid in lieu of vacation pay during the time off from work, if the RA so elects.
3. All RAs shall receive pay for any statutory holiday during their period of employment, with the calculations of pay owing as outlined in the Employment Standards Act S.45 and S.46.

Health Benefits:

- Employer paid MSP Coverage backdated to September 1, 2020 through inclusion of RAs in the TSSU / SFU Letter of Agreement Re: International Student Health Fee Implementation dated January 24, 2020 and Article 25 A 1 & 2 & 3 & 4 and the Letter / Memorandums of Agreements regarding Guard.me ("third party medical insurance")
- Extended health coverage at 75% employer paid and 25% employee paid through inclusion in Article 25 A.1 & 2 & 3 & 4
- EFAP Access

Dental

- Dental coverage at 75% employer paid and 25% employee paid through inclusion in Article 25 Dental Plan for TA, TM, Sessional Instructors and Graduate Facilitators, (New, language still to be finalized) at those percentage breakdowns.

General Wage Increases

- May 1, 2019 2%*
- May 1, 2020 2%*
- May 1, 2021 2%*

*general wage increases are applied to both the compensation rates in employment agreements and minimum compensation rates listed above.

Service Allocation

0.25% of total payroll shall be applied in each year for the purposes of removing inequities.

Retroactive Pay

Retroactive Pay back to May 1, 2019 for all applicable wage increases.

Duration

Expiry April 30, 2022