

SFU MONETARY PROPOSAL – Research Assistants (TSSU)

Date: November 10, 2021

Time: 1:00pm

Note:

The effective dates for each of these items will be proposed at a future date. For clarity, the items in this proposal may NOT all come into effect the later of the date of ratification or approval from the Board of Governors.

This proposal does not include Work Study employees. This will be provided at a future session.

This proposal does not include language the University is preparing on early end of appointments.

Article TBD: Compensation Rates

- A. The minimum hourly rate for a Research Assistant (RA) is \$17.00. Compensation rates will be determined and set by the Principal Investigator (PI).
- B. The hourly rate shall be inclusive of all the duties and responsibilities assigned to and performed by a RA. Employees will be paid for all hours worked that have been pre-approved by their PI.

Article TBD: Student Employee Benefits

- A. A “Student Employee” will be defined as the following for the purposes of benefits entitlement only: a Student Employee is an employee registered as a student at Simon Fraser University for an undergraduate degree, masters or doctoral degree, or as a qualifying student for a master’s or doctoral program.
- B. Benefit Entitlement
 1. A Student Employee shall receive seven (7) percent of their straight time hourly rate of pay in lieu of all benefits (except those noted in B.2. below), for all regular hours worked in their appointment.
 2. Student Employees will be entitled to Compassionate Leave in accordance with Article TBD: Compassionate Leave.
 3. For clarity, Student Employees are not entitled to employee benefits listed in the articles below:
 - i. Article TBD: Employee Benefits
 - ii. Article TBD: Vacation
 - iii. Article TBD: Sick Leave

Article TBD: Employee Benefits

A. Extended Health Benefits Plan

1. Employees who work a minimum of forty (40) hours bi-weekly and have appointments greater than four (4) months are eligible for coverage commencing on the first day of the month following employment in an appointment greater than four (4) months.
2. The University will maintain an extended health benefits plan for all eligible employees. The operation of this plan will be governed solely by the master agreement between the University and the plan carrier.
3. Eligible employees who are covered by a basic medical plan will receive coverage under this plan commencing on first day of the month following employment in an eligible appointment.
4. The University will pay the required premium for the extended health plan and will deduct fifty (50) percent of the premium from the employee's pay.

B. Dental Plan

1. Employees who work a minimum of forty (40) hours bi-weekly and have appointments greater than four (4) months are eligible for coverage commencing on the first day of the month following employment in an appointment greater than four (4) months.
2. The University will maintain a dental care plan for all eligible employees. The operation of this plan will be governed solely by the master agreement between the University and the plan carrier.
3. Eligible employees will receive coverage commencing on the first day of the month following three (3) months of continuous employment in an eligible appointment.
4. The University will pay the required premium for the dental plan and will deduct fifty (50) percent of the premium from the employee's pay.

C. Employee Family Assistance Program

1. The University will provide employees with access to Employee Family Access Program (EFAP).

Article TBD: Vacation

- A. Eligible employees with appointments less than twelve (12) months shall receive 4% of their straight time hourly rate of pay as vacation pay.
- B. Eligible employees with appointments equal to or greater than twelve (12) months shall be entitled to at least two (2) weeks of paid vacation per year. Upon completion of five (5) years of service as a Research Assistant, eligible employees will be entitled to at least three (3) weeks of paid vacation per year.

- C. Eligible part-time employees shall receive vacation entitlement on a pro rata basis according to the number of hours worked.

Article TBD: Sick Leave

- A. Eligible employees will receive three-and-three-quarter (3.75) hours of sick leave for each full month of employment completed. The sick leave hours will be pro-rated based on actual hours worked each month for those working less than full time. There will be no carry over from year to year or from assignment to assignment

Article TBD: Compassionate Leave

- A. Employees may be granted paid leave of up to five (5) business days in the event of the death or serious illness striking a close family member or a close friend of an employee. Eligible part time employees shall receive pay on a pro rata basis according to the number of hours worked in the bi-weekly period immediately preceding the compassionate leave.

Article TBD: University Closure

- A. Should the University, or an area of the University, be officially declared closed temporarily due to environmental conditions, utility disruptions, road conditions, or acts of God, employees required to work on campus or in the affected area will not be expected to remain on campus during the period of closure, and their pay shall not have deductions made as a result of that closure.