

# **Your Collective Agreement Made Simple**

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## **ARTICLE 1: Purpose**

Article 1 states that the purpose of the collective agreement is to establish a collective relationship between the University and Teaching Assistants, to ensure the settlement of disputes, and to set rates of pay and other working conditions.

## **ARTICLE 2: Definitions**

The Bargaining Unit is determined by the certification from the Labour Commission and includes all graduate students employed as Teaching Assistants or Lab. Demonstrators on the downtown and Macdonald campuses except those paid from "special funds". "Special Funds" means money from research councils etc. that is not part of the regular operating budget of the university. Please see the "History of Negotiations" document for additional explanation of the certification process.

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## **ARTICLE 3: General Provisions**

Within 30 days of signing the contract, all Senate and Board of Governors documents and regulations of relevance and importance to the TAs' employment and their working conditions are to be supplied to the Union by the University.

During the term of a TA's employment, if she has engaged in an act/s of civil disobedience, provided that these are not acts of gross negligence, misconduct etc., the University cannot dismiss you from your employment as a TA.

## **ARTICLE 4: Union Rights and Privileges**

This article confirms that AGSEM is the only official representative of the employees covered by our Union's Certification, i.e. all graduate students employed as TA's or Lab Demonstrators who are paid out of the operating budget of the University (see "Bargaining Unit" - Article. 2). The article also states that the collective agreement will apply to all of these employees and that any private agreements between any of these employees and the University regarding working conditions different from those foreseen in the collective agreement must be approved by the Union.

Perhaps the most important and (not surprisingly perhaps) confusing section in this article is 4.04 which states that "The current practice concerning work performed by employees not covered by the Bargaining Unit will be maintained." This sentence is designed to prevent the

University from simply assigning TA and Lab Demonstrator duties to individuals outside the workforce covered by the contract in order to avoid the provisions of the contract, e.g., to stop McGill from hiring a bunch of undergrad TA's instead of graduate students. Since McGill already hires non-graduate students to do some TA and Lab Demonstrator work, they are allowed to continue this practice **AT EXISTING LEVELS ONLY**. This means, for example, if your department hired 2 undergrad TA's last semester and next semester they hire 5, we probably have pretty good grounds to file a major grievance.

In Articles 4.06 and 4.07, the University agrees to provide the Union with office space and certain resources and with information about the TA's and Lab Demonstrators working each semester. It also specifies that, should there be a question of whether or not a particular individual is or is not covered by the collective agreement, that person's prior status will be maintained until the Labour Commission can sort it out (Article 4.05).

Article 4.08 protects your right to respect picket lines if another McGill union goes on strike. Sol, sol, sol...sol-idarité !

The rest of the article deals with union dues and membership. Basically, it says all employees both old and new must become members of the union when the collective agreement is signed (Art. 4.09). Employees who do not wish to be members of the Union are, of course, free to rescind their Union membership (without giving up their position) at any time by writing to the Union. Union dues are to be collected by the University and submitted to the Union, which is responsible for setting its own dues.

## **ARTICLE 5: Management Rights**

This article lets the University maintain all the rights that are not specifically changed or restricted by the collective agreement. Sounds pretty 'Big Brotherish,' but it's pretty standard contract fare. (Still, it's worth taking note of the rights that the University does appeal to -- we've got to negotiate another one of these collective agreements in three years).

## **ARTICLE 6: Discrimination and Harassment**

The Non-Discrimination clause of this Article declares that neither the University, nor the Union will discriminate against a TA based on race, colour, sex, pregnancy, sexual orientation, civil status, age, religion, political convictions, language, ethnic or national origin, social condition, a handicap or the use of any means to palliate a handicap. Basically this article just re-affirms your right to non-discrimination under the Québec Charter of Human Rights and Freedoms.

The article also states that all employees are covered by the University's Policy on Sexual Harassment. The new, current policy is available in the AGSEM office.

## **ARTICLE 7: Union/Management Committee**

The Union/Management Committee exists to address any questions over how the Collective Agreement should be applied and/or interpreted so as to help minimise the number of grievances that have to be decided by an Arbitrator. If both the Union and the University agree that an article is not working, they will try to come up with a better way of interpreting and applying it. The committee has equal numbers of union and management representatives.

## **ARTICLE 8: Grievances and Arbitration**

### **What is a grievance?**

A grievance arises when there is any sort of difference in interpreting or applying the collective agreement. This difference will occur between a teaching assistant and the course supervisor - basically, the prof. who teaches the course. The collective agreement is the contract we have with McGill. This contract is available to every teaching assistant and demonstrator.

### **Contact the Union Grievance Officer**

The very first thing you want to do is to get in touch with the grievance officer of the TA Union in order to make sure that the problem you have is indeed the right sort of problem. Remember that you cannot bring a grievance for hours already worked - thus you must keep track of your hours on the workload sheet. Once we have ascertained that you have a grievance, we will help you present your points professionally and set up a dossier.

### **But what does this mean in practice?**

Basically, if the collective agreement says, for example, "the T.A. need not perform her duties during the 4 days preceding her thesis defence" and your supervisor interprets this as "the TA should invigilate the students' exams the day before her defence" and she doesn't, then there is a difference in interpretation.

This procedure covers all disputes (not related to workload) such as maternity leave, whether you receive office space, or whether your workplace is unsafe or lacks oxygen (e.g., because you work in Leacock!) - for more examples of possible grievances, please see the leaflet "How to Complain About the Conditions of Your Job." For workload disputes see *Letter of Agreement B* (explained in *Article 11*).

It is important to note that there are time limits: you should start these procedures within 20 days of becoming aware of a problem. If you are not aware that there is a problem at the time you have 6 months to initiate procedures.

The first thing you might want to do (but you don't have to!) is complain informally, with or without your union rep, to the course supervisor. If you don't want to do that, or if that doesn't settle the problem, go to your faculty Union rep. and

### **I. WRITE TO THE CHAIR OF YOUR DEPARTMENT**

who has 5 days to respond, in writing, to the union. If that doesn't happen, or doesn't sort things out, go to the Union Grievance Officer, and

### **II. SET UP A MEETING WITH THE DEAN**

of the faculty in which you were employed. The dean has 5 days to write to the union. If they don't, or it doesn't sort things out, the union (or the university) will submit the case to the

### **III. VICE-PRINCIPAL ACADEMIC**

who has 10 days to write to the union. This is generally done by the Grievance Officer. If this doesn't work out, or there is no response in that time-limit, the union can take the case to an

### **IV. ARBITRATOR**

who must be agreed to by all sides (the union and the university) or who is designated by the Minister of Labour. This arbitrator will arrange a "hearing." The TA or demonstrator can be present at this, as is the union grievance officer, the union co-ordinator and the union faculty representative. The arbitrator's decision is binding. They can decide on financial compensation or whatever else seems just.

## **ARTICLE 9: Disciplinary Measures**

The disciplinary measures, such as dismissal, suspension or reprimand, may be used by the University *ONLY* in cases of misconduct, insubordination, negligence or neglect of duty, which have to be proven by the University.

If you are called to a meeting by the University for disciplinary reasons, you have the right to be accompanied by a Union representative.

The following principles regarding disciplinary measures have been agreed upon:

- a) After twelve months, if no further disciplinary measures have been imposed, all previous disciplinary measures will be removed from your file.
- b) Any disciplinary measure which has been the object of a decision in your favour is withdrawn from your file.
- c) You must receive a copy of any disciplinary measure placed in your file, otherwise it may not be used in an arbitration.

In all cases of suspension or dismissal, the following rules apply:

- a) A suspension or dismissal must be preceded by a meeting between the University, the Union and the employee concerned.
- b) You and the Union must be informed of such meeting and its nature in writing within at least three days.
- c) During this meeting, the University shall inform you of the grounds on which it intends to suspend or dismiss you.
- d) If there is an agreement between the University and the Union, they have to sign a written understanding in this regard.
- e) In the event of a disagreement, the University will have to inform you and the Union of the decision in writing.

You or the Union may grieve a disciplinary measure taken against you. In the case of disagreement with a suspension or dismissal, you or the Union may file a grievance immediately at the second step of the Grievance Procedure (see corresponding explanations to Article 8).

## **ARTICLE 10: Employment File**

The TA employment file that is kept at your department contains copies of your applications, appointment records, performance evaluation and any other material relevant to your performance as a TA.. As well, Human Resources will keep a confidential employee file containing your TA appointment records.

All TA's will have access to their files and can contest any unfavourable information by filing a grievance. This file will also be available to your hiring unit to assist them in making administrative decisions regarding your appointment. If you do apply to a hiring unit different from your previous one, your employment file will become automatically accessible to that hiring unit.

## **ARTICLE 11: Positions and Rates of Pa**

### **11.02.1 Workload and hours of work**

A full teaching assistantship is defined as 180 hours of work per term, which spans over 15 weeks. The average workload is 12 hours per week. Departments may establish fractional appointments of less than 180 hours per term but normally these shall be for no less than 45 hours per term. You may have more than one fractional appointment per term, however the total number of hours worked may not exceed 180 hours per term.

### **11.02.2 Assignment of work**

The number of hours of work per term includes all work of a TA assigned by the Course Supervisor. It also includes any required training or orientation. You may request that your Course Supervisor relieve you from your TA duties for a period of 4 calendar days prior to a comprehensive examination, thesis defence or Honours research paper defence.

### **11.02.3 Workload Form**

As soon as possible at the beginning of the appointment, the Course Supervisor must meet with the TA to assign and discuss your duties, responsibilities and anticipated work schedule for that term. This work schedule must be given to the TA in writing no later than 15 working days after the start of your appointment. This written confirmation is referred to as the Workload Form.

## **Letter of Agreement B: Workload Dispute Settlement Procedure**

This procedure deals specifically with any situation where you feel that you are being overworked.

For example:

\* you have worked your 12 hrs per week for 15 weeks, and the prof. responsible for the course leaves you alone in town to photocopy all 78 exams so that he can grade the photocopies from elsewhere.

\* your normal course duties include attending the lectures, office hours and preparing and giving conference already take up 12 hrs a week - before grading. But you are expected to grade four 6- page papers for 90 students.

So what can you do?

The first thing to do is to

### **I. COMPLAIN**

to the Course Supervisor (professor teaching the course) informally, as soon as you notice that you cannot do the work in the time for which you are paid (as specified in your Workload Form, e.g. in Arts, 12 hours/week for 15 weeks = 180 hours/term).

If this doesn't sort things out:

### **II. SET UP A MEETING WITH THE CHAIR.**

To do this, contact the Union Grievance Officer and your departmental union representative. They will set up a meeting with the chair of the department, with the prof., and (if you like) your union rep, to present your case. The chair has 5 days to come up with a solution. If the chair doesn't reply in 5 days, or if their reply is unacceptable, you can ask the chair to refer the case to

### **III. A COMMITTEE**

consisting of two representatives from the Union, and two from the employer. This committee has 10 days from hearing about the problem to come up with a solution. This solution is binding. They can award overtime for work not yet done (but NOT retroactively, for work already done!), or get the department to hire more teaching assistants or graders to help you out.



If this committee does not come up with a solution, the case goes to second step of the regular Grievance procedure (Article 8).

### 11.03 Salary Rates for TA's

Please see [Appendix III](#) for details of salary rates in each department between January 1<sup>st</sup> 1998 and May 31<sup>st</sup> 2001.

### 11.04 Salary Payment

This article requires McGill to pay you within one month of starting your TA appointment. If you are not paid within this time period, then you can file a grievance. Payment will now be by direct deposit into your bank account rather than by individual cheques - you will still receive a pay-slip twice a month detailing how much you have been paid plus any deductions (e.g. QPP, EI, union dues). If you do not want to be paid by direct deposit then you can continue to be paid by cheque until June 30<sup>th</sup> 1998 providing you contact the McGill Payroll Office in writing by the end of March.

### 11.05 Vacation Pay

Vacation pay at 4% is included as part of your regular salary payments as detailed in Appendix III. Please contact AGSEM if you have been employed continuously by McGill for five years or more since you may be eligible for vacation pay at 6% in accordance with the *Act respecting Labour Standards (Québec)*.

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## ARTICLE 12: Postings/Applications

<u>Appointment procedure</u>	<u>Time frame</u>	<u>Winter (1998)</u>	<u>Fall or Summer</u>	<u>Additional remarks</u>

<p>I. Announcements for TAships posted by</p> <p>Note:</p> <p>For Fall 98 TAships, the posting date will be delayed to June 1<sup>st</sup> 1998 since the Collective Agreement is being ratified in March.</p>		Oct 15	Mar 31	<p>To be posted in your hiring unit</p> <p>Posting info to include:</p> <ol style="list-style-type: none"> <li>1. Date of posting</li> <li>2. Name of Hiring Dept.</li> <li>3. Title of course</li> <li>4. # of available positions</li> <li>5. # of hours of work/term</li> <li>6. dates of appointment</li> <li>7. salary</li> <li>8. required qualifications</li> <li>9. required duties</li> <li>10. application deadline</li> </ol>
<p>II. Announcements for appointments posted for</p>	<p>14 days (Mon-Fri)</p>	<p>Until Nov 4</p>	<p>Until Apr 20</p>	
<p>III. Submit application within (Art. 12.02)</p>	<p>14 days (after close of posting)</p>	<p>By Nov 24</p>	<p>By May 14</p>	<p>To be submitted in writing to hiring unit</p>

III. Announcements for supplemental TAships posted for	5-10 days (before start of term)  OR  2 working days (after the start of term)			
IV. Tentative list of appointments given to Union delegate (13.03.3)	within 14 days of application deadline	By: Dec 14	By: May 21	Hiring unit to submit to Hiring Unit Union Delegate.
V. All accepted applicants receive acknowledgement within (Art. 13.04)	7 days (of their appointment)	By: Dec 23	By: June 1	Hiring Unit to advise all appointees in writing
VI. Appointees return their signed letter of acceptance within	7 days (of receiving their appointment)	By: Jan 12	By: June 10	Offer lapses if appointee has not replied by deadline
VII. Verbal appointments must be accepted within	24 hours (of the verbal appointment)			

## ARTICLE 13: Priority Pool

The Priority Pool provides a limited guarantee of TAships once you have received your first position as a TA. It used to be standard procedure in the Faculty of Arts that you received two or three years of TA positions but this is no longer the case. We have improved and extended this Priority Pool to all faculties for three years as a PhD student (PhD 1 to 4) and two years for Masters students (MA/MSc/MEng 1 to 2), (Art. 13.01.02). While you are a member of the Priority Pool, you have priority in being appointed as a TA over people who are not in the Priority Pool. All TA applicants are divided into three categories (Art. 13.02.1):

Category 1: New students or existing students (PhD 1 to 4, Masters 1 to 2)

who have never been employed as TAs.

Category 2: Students within the Priority Pool (PhD 1 to 4, Masters 1 to 2) who have been a TA at least once.

Category 3: Students who have left the Priority Pool (PhD 5 and above, Masters 3 and above).

If there are enough jobs for every applicant to be given a TAship, then the Priority Pool doesn't really apply - it only matters when there are more applicants than positions. In this latter case, jobs are given out in the following manner (Art. 13.02.02):

A limited number of jobs are reserved for Category 1 applicants (new students, or existing McGill students who have never had a TAship). The number of such jobs is determined by the number of TAs who have left the Priority Pool in the preceding term - sounds complicated ?!

Consider a department that has 10 TAs in the Fall term. If three of these TAs move from PhD 4 (or Masters 2) to PhD 5 (or Masters 3), graduate or otherwise leave McGill, then the university can appoint a maximum of three Category 1 applicants in the Winter term. The remaining seven jobs must go to Category 2 applicants. Any extra jobs (for example if there are only five Category 2 applicants) go to either Category 1 or Category 3 applicants.

***What happens if there are two applicants for the same job and both are Category 2 ?***

Article 13.02.03 deals with this and selection is based on your PhD or Masters status. Thus, preference is given to PhD 4 over PhD 3 over PhD 2 over Masters 2 over PhD 1 over Masters 1.

Article 13.03.01 also covers who gets appointed - the more qualified you are (academic and other qualifications) the more likely you are to get appointed. McGill can also consider your performance in previous TA jobs in accordance with Article 14.

Article 13.03.02 explains which TA position you get (which course). McGill must consider your preferences (as expressed on your application form) but does not have to give you the job you've applied for.

Article 13.03.03 requires each Hiring Unit (department etc.) to give a tentative list of TA appointments to the departmental Union Delegate (dept. representative) so that she or he can check that the Priority Pool and other selection criteria have been correctly applied. If the union delegate is not satisfied with the list, she or he can request clarification from the department - basically if the dept appoints only Category 1 applicants, then the union delegate can complain so that Category 2 applicants get at least some of the jobs.

#### **13.04.04 Severance Pay**

Under the collective agreement, if McGill offers you a TAship and then withdraws it, they have to make every effort to find you another job that pays the same. If they can't find you one and the job was withdrawn due to insufficient enrolment or class cancellation, you will receive 2/15 of your salary as severance pay (over \$400 in Arts); if the job was withdrawn for **ANY** other reason, McGill must pay you 2/5 of your salary. The alternate job does not have to be a TAship but if it isn't a TAship, you still retain "all the rights and privileges of Bargaining Unit".

### **ARTICLE 14: Evaluations**

The University is to consult with the Union/Management Committee to establish proper performance evaluation criteria. This will be communicated to you at the beginning of each term.

Each term, a TA will normally be given a formal written evaluation. It is to be discussed with the TA within 30 days of the evaluation date.. During this formal discussion, you have the right to Union representation and, if you so choose, you may make your own written comments on your evaluation.

### **ARTICLE 15: General Provisions**

#### **15.01 Office Space**

The university must provide you with adequate office space and access to facilities (photocopier, email account etc.) to allow you to do your TA job, "subject to availability". If you feel that you don't have adequate office space etc., then you can file a grievance and the university must prove that there is nothing "available".

#### **15.04 Executive Serviced~~iberation~~)**

A critical part of having a collective agreement is to ensure that its provisions are enforced. For this we need a strong union Co-ordinating Committee who are able to commit the necessary time to serve the membership. During this first negotiations the CSN has very generously provided money to liberate bargaining committee members but upon ratification of the collective agreement, this money will stop. McGill will pay the equivalent of five Arts TAships each year (approx. \$16,650) to help run the union in addition to the money budgeted from the

union dues. We have also secured \$12,500 from McGill for the next round of negotiations which will start in early 2001.

### **15.06 Printing and Distribution of the Collective Agreement**

McGill will pay for printing of sufficient copies of the collective agreement so that every TA can have their own personal copy.

## **ARTICLE 16: Leaves**

If you believe that you are eligible for any of these leaves please contact the Union office for additional information.

### **16.01**

#### **Maternity Leave**

In case of pregnancy, you are entitled to unpaid maternity leave of up to eighteen (18) weeks up to the end of your appointment. If your maternity leave carries over into the Fall or Winter terms, you are eligible for appointment if you are available for work as of the beginning of the third week of the term. To be eligible for appointment in the summer term, you must be available at the beginning of that term. The 18 weeks referred to here is in accordance with the *Act respecting Labour Standards (Québec)* as of February 1998.

### **16.02 Parental Leave**

The parent of a newborn child, or a person who adopts a child, are entitled to parental leave without pay of not more than 52 consecutive weeks (as of February 1998).

### **16.03 Medical Leave**

For medical (sick) leave of less than three weeks you can exchange work with another TA if your Course Supervisor agrees. If you can't find anyone whom to exchange work, or unless you can arrange to do the work at another time with your supervisor, your pay may be cut. If requested, you must provide a medical certificate from a doctor to confirm that you are sick. If

you are sick for more than three weeks then you must provide a doctor's certificate, and you will be granted a leave of absence without pay.

#### **16.04 A**

bsence for Birth or Adoption:

You may be absent from work for five days at the birth of your child or the adoption of a child. The first two days of absence are paid if you have been a TA for more than 60 days. It may not be taken more than fifteen days after the child arrives at your home.

#### **16.05**

Bereavement Leave:

##### 16.05.1

You may be absent from work for one day without reduction of wages in case of the death or funeral of your first kin relatives. You may also be absent from work, without pay, for three more days on such occasion.

##### 16.05.2

You may also be absent from work for one day without reduction of wages in case of the death or funeral of your second kin relatives.

## **ARTICLE 18: Terms & Duration of the Collective Agreement**

### 18.01

The collective agreement is back-dated to January 1st 1998 and runs until May 31st 2001. This means that negotiations for the second collective agreement will start in the Winter term 2001 (probably January). This means that all workload and other potential grievances can be filed for anything that has occurred since January 1st 1998. We strongly recommend that you keep track of your TA hours with the Workload Forms since as soon as you think you will do more hours that you are supposed to (see the salary pages for number of hours per dept.; e.g. 180 in Arts), you **MUST** tell your Course Supervisor. Following this you can go through the Workload Dispute Settlement procedure outlined in Letter of Agreement B.

### 18.02

Articles 12 (Postings & Applications) & 13 (Selection & Appointment including Priority Pool) will take effect as of March 31st 1998. The exception is for posting of jobs (and

applications/appointments) for the Fall term 1998 for which the posting deadline is June 1st 1998. This delayed deadline is to allow McGill to educate departments in the new procedure for appointing TAs. Basically it means you should know whether you have a TAship by mid-August this year and you should ensure that you apply over the summer rather than waiting for September.

## Signing Bonus

Since McGill insisted on no immediate increase for many TAs, we negotiated a \$40 signing bonus for all TAs employed during the Winter term 1998 (appointed as of February 13th). This may seem a small amount per person but the total cost to McGill is over \$30,000.

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Last updated March 21<sup>st</sup>, 1998 by Hugh Potter, AGSEM Bargaining Committee.

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Association of Graduate Students Employed at McGill  
Rm. 62, Suite 2401  
2020 University, Montreal, H3A 2A5  
Phone: (514) 398-2582 Fax: (514) 398-2623  
Email: [agsem@leacock.lan.mcgill.ca](mailto:agsem@leacock.lan.mcgill.ca)



# January 1998

Salary rates backdated to January 1st 1998 - apply to Winter term 1998 only

Faculty	Dept.	Dec. 1997			January 1998			
		Salary rate	# of hours per term	Salary per term	Rate incl. Vac. Pay	Lump sum (2%)	Salary Rate	Salary per term
		(\$ / hour)			(\$ / hour)		(\$ / hour)	(\$)
Agriculture	Agricultural Engineering	11.85	104	1232	12.00		<b>12.00</b>	1248
Agriculture	Animal Science	11.29	100	1129	12.00		<b>12.00</b>	1200
Agriculture	Dietetics & Human Nutrition	11.29	100	1129	12.00		<b>12.00</b>	1200
Agriculture	Food Sci. & Agr. Chemistry	11.29	117	1321	12.00		<b>12.00</b>	1404
Agriculture	Natural Resources	11.29	78	881	12.00		<b>12.00</b>	936
Agriculture	Plant Science	11.29	100	1129	12.00		<b>12.00</b>	1200
Arts	Anthropology	18.13	180	3263	18.13		<b>18.13</b>	3263
Arts	Art History	18.13	180	3263	18.13		<b>18.13</b>	3263
Arts	Communications	18.13	180	3263	18.13		<b>18.13</b>	3263
Arts	East Asian Studies	18.13	180	3263	18.13		<b>18.13</b>	3263
Arts	Economics	18.13	180	3263	18.13		<b>18.13</b>	3263
Arts	English	18.13	180	3263	18.13		<b>18.13</b>	3263
Arts	German	18.13	180	3263	18.13		<b>18.13</b>	3263
Arts	History	18.13	180	3263	18.13		<b>18.13</b>	3263
Arts	Instit. for the Study of Canada	18.13	180	3263	18.13		<b>18.13</b>	3263
Arts	Italian	18.52	135	2500	18.13		<b>18.13</b>	2448
Arts	Linguistics	18.13	180	3263	18.13		<b>18.13</b>	3263
Arts	Philosophy	18.13	180	3263	18.13		<b>18.13</b>	3263
Arts	Political Science	18.13	180	3263	18.13		<b>18.13</b>	3263
Arts	Sociology	18.13	180	3263	18.13		<b>18.13</b>	3263
Education	Admin & Policy	22.22	90	2000	18.13		<b>18.13</b>	1632
Education	Culture & Values in Education	11.11	90	1000	12.00		<b>12.00</b>	1080
Education	Educ. & Couns. Psychology	20.08	120	2410	18.13		<b>18.13</b>	2176
Education	Physical Education	7.05	156	1100	10.00		<b>10.00</b>	1560
Engineering	Architecture	8.10	148	1199	10.00		<b>10.00</b>	1480

Engineering	Chemical Engineering	11.00	100	1100	12.00		<b>12.00</b>	1200
Engineering	Civil Engineering	13.46	78	1050	14.00		<b>14.00</b>	1092
Engineering	Electrical Engineering	14.00	50	700	14.25		<b>14.25</b>	713
Engineering	Mechanical Engineering	11.54	78	900	12.00		<b>12.00</b>	936
Engineering	Mining & Metallurgical Eng.	7.42	91	675	10.00		<b>10.00</b>	910
Medicine	Anatomy	7.00	100	700	10.00		<b>10.00</b>	1000
Medicine	Biochemistry	18.33	90	1650	18.13		<b>18.13</b>	1632
Medicine	Medical Physical Unit	13.33	225	2999	14.00		<b>14.00</b>	3150
Medicine	Microbiology & Immunology	7.69	156	1200	10.00		<b>10.00</b>	1560
Medicine	Phys. & Occ. Therapy	14.00	45	630	14.00		<b>14.00</b>	630
Other	Islamic Studies	19.44	180	3499	18.13		<b>18.13</b>	3263
Other	Management	20.00	225	4500	18.13		<b>18.13</b>	4079
Other	Music (Theory dept. only)	16.97	60 - 135	1018 - 2291	16.97		<b>16.97</b>	1018 - 2291
Other	Nursing	12.00	180	2160	12.00		<b>12.00</b>	2160
Other	Religious Studies	18.75	120	2250	18.13		<b>18.13</b>	2176
Science	Atmospheric and Oceanic	14.12	128	1807	14.25		<b>14.25</b>	1824
Science	Biology	18.06	180	3251	18.06		<b>18.06</b>	3251
Science	Chemistry	16.11	180	2900	16.11		<b>16.11</b>	2900
Science	Computer Science	10.00	100	1000	11.00		<b>11.00</b>	1100
Science	Earth and Planetary	16.67	75	1250	16.67		<b>16.67</b>	1250
Science	Geography	13.19	180	2374	14.00		<b>14.00</b>	2520
Science	Math & Stats	18.13	165.5	3001	18.13		<b>18.13</b>	3001
Science	Physics	18.06	90	1625	18.06		<b>18.06</b>	1625
Science	Psychology	11.22	180	2020	12.00		<b>12.00</b>	2160

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By Hugh Potter, AGSEM Bargaining Committee  
Email: [agsem@leacock.lan.mcgill.ca](mailto:agsem@leacock.lan.mcgill.ca)

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Association of Graduate Students Employed at McGill  
Rm. 62, Suite 2401  
2020 University, Montreal, H3A 2A5  
Phone: (514) 398-2582 Fax: (514) 398-2623  
Email: [agsem@leacock.lan.mcgill.ca](mailto:agsem@leacock.lan.mcgill.ca)

# June 1998

Salary rates from June 1st 1998 - apply 1998/99 Academic Year

Faculty	Dept.	Dec. 1997			June 1998			
		Salary rate	# of hours per term	Salary per term	Rate incl. Vac. Pay	Lump sum (2%)	Salary Rate	Salary per term
		(\$ / hour)			(\$ / hour)		(\$ / hour)	(\$)
Agriculture	Agricultural Engineering	11.85	104	1232	12.50		<b>12.50</b>	1300
Agriculture	Animal Science	11.29	100	1129	12.50		<b>12.50</b>	1250
Agriculture	Dietetics & Human Nutrition	11.29	100	1129	12.50		<b>12.50</b>	1250
Agriculture	Food Sci. & Agr. Chemistry	11.29	117	1321	12.50		<b>12.50</b>	1463
Agriculture	Natural Resources	11.29	78	881	12.50		<b>12.50</b>	975
Agriculture	Plant Science	11.29	100	1129	12.50		<b>12.50</b>	1250
Arts	Anthropology	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Art History	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Communications	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	East Asian Studies	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Economics	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	English	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	German	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	History	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Instit. for the Study of Canada	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Italian	18.52	135	2500	18.13	0.36	<b>18.49</b>	2496
Arts	Linguistics	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Philosophy	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Political Science	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Sociology	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Education	Admin & Policy	22.22	90	2000	18.13	0.36	<b>18.49</b>	1664
Education	Culture & Values in Education	11.11	90	1000	12.50		<b>12.50</b>	1125
Education	Educ. & Couns. Psychology	20.08	120	2410	18.13	0.36	<b>18.49</b>	2219
Education	Physical Education	7.05	156	1100	12.00		<b>12.00</b>	1872
Engineering	Architecture	8.10	148	1199	12.00		<b>12.00</b>	1776

Engineering	Chemical Engineering	11.00	100	1100	12.50		<b>12.50</b>	1250
Engineering	Civil Engineering	13.46	78	1050	14.25		<b>14.25</b>	1112
Engineering	Electrical Engineering	14.00	50	700	14.50		<b>14.50</b>	725
Engineering	Mechanical Engineering	11.54	78	900	13.25		<b>13.25</b>	1034
Engineering	Mining & Metallurgical Eng.	7.42	91	675	12.00		<b>12.00</b>	1092
Medicine	Anatomy	7.00	100	700	12.00		<b>12.00</b>	1200
Medicine	Biochemistry	18.33	90	1650	18.13	0.36	<b>18.49</b>	1664
Medicine	Medical Physical Unit	13.33	225	2999	14.25		<b>14.25</b>	3206
Medicine	Microbiology & Immunology	7.69	156	1200	12.00		<b>12.00</b>	1872
Medicine	Phys. & Occ. Therapy	14.00	45	630	14.25		<b>14.25</b>	641
Other	Islamic Studies	19.44	180	3499	18.13	0.36	<b>18.49</b>	3328
Other	Management	20.00	225	4500	18.13	0.36	<b>18.49</b>	4160
Other	Music	16.97	60 - 135	1018 - 2291	17.25		<b>17.25</b>	1035 - 2329
Other	Nursing	12.00	180	2160	12.50		<b>12.50</b>	2250
Other	Religious Studies	18.75	120	2250	18.13	0.36	<b>18.49</b>	2219
Science	Atmospheric and Oceanic	14.12	128	1807	14.75		<b>14.75</b>	1888
Science	Biology	18.06	180	3251	18.13		<b>18.13</b>	3263
Science	Chemistry	16.11	180	2900	16.50		<b>16.50</b>	2970
Science	Computer Science	10.00	100	1000	12.00		<b>12.00</b>	1200
Science	Earth and Planetary	16.67	75	1250	16.75		<b>16.75</b>	1256
Science	Geography	13.19	180	2374	14.25		<b>14.25</b>	2565
Science	Math & Stats	18.13	165.5	3001	18.13		<b>18.13</b>	3001
Science	Physics	18.06	90	1625	18.13		<b>18.13</b>	1632
Science	Psychology	11.22	180	2020	12.50		<b>12.50</b>	2250

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By Hugh Potter, AGSEM Bargaining Committee  
Email: [agsem@leacock.lan.mcgill.ca](mailto:agsem@leacock.lan.mcgill.ca)

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Association of Graduate Students Employed at McGill  
Rm. 62, Suite 2401  
2020 University, Montreal, H3A 2A5  
Phone: (514) 398-2582 Fax: (514) 398-2623  
Email: [agsem@leacock.lan.mcgill.ca](mailto:agsem@leacock.lan.mcgill.ca)

# June 1999

Salary rates from June 1st 1999 - apply 1999/2000 Academic Year

Faculty	Dept.	Dec. 1997			June 1999			
		Salary rate	# of hours per term	Salary per term	Rate incl. Vac. Pay	Lump sum (2%)	Salary Rate	Salary per term
		(\$ / hour)			(\$ / hour)		(\$ / hour)	(\$)
Agriculture	Agricultural Engineering	11.85	104	1232	13.25		<b>13.25</b>	1378
Agriculture	Animal Science	11.29	100	1129	13.25		<b>13.25</b>	1325
Agriculture	Dietetics & Human Nutrition	11.29	100	1129	13.25		<b>13.25</b>	1325
Agriculture	Food Sci. & Agr. Chemistry	11.29	117	1321	13.25		<b>13.25</b>	1550
Agriculture	Natural Resources	11.29	78	881	13.25		<b>13.25</b>	1034
Agriculture	Plant Science	11.29	100	1129	13.25		<b>13.25</b>	1325
Arts	Anthropology	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Art History	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Communications	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	East Asian Studies	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Economics	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	English	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	German	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	History	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Instit. for the Study of Canada	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Italian	18.52	135	2500	18.13	0.36	<b>18.49</b>	2496
Arts	Linguistics	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Philosophy	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Political Science	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Sociology	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Education	Admin & Policy	22.22	90	2000	18.13	0.36	<b>18.49</b>	1664
Education	Culture & Values in Education	11.11	90	1000	13.25		<b>13.25</b>	1193
Education	Educ. & Couns. Psychology	20.08	120	2410	18.13	0.36	<b>18.49</b>	2219
Education	Physical Education	7.05	156	1100	13.25		<b>13.25</b>	2067
Engineering	Architecture	8.10	148	1199	13.25		<b>13.25</b>	1961

Engineering	Chemical Engineering	11.00	100	1100	13.25		<b>13.25</b>	1325
Engineering	Civil Engineering	13.46	78	1050	14.75		<b>14.75</b>	1151
Engineering	Electrical Engineering	14.00	50	700	14.75		<b>14.75</b>	738
Engineering	Mechanical Engineering	11.54	78	900	14.50		<b>14.50</b>	1131
Engineering	Mining & Metallurgical Eng.	7.42	91	675	13.25		<b>13.25</b>	1206
Medicine	Anatomy	7.00	100	700	13.25		<b>13.25</b>	1325
Medicine	Biochemistry	18.33	90	1650	18.13	0.36	<b>18.49</b>	1664
Medicine	Medical Physical Unit	13.33	225	2999	14.75		<b>14.75</b>	3319
Medicine	Microbiology & Immunology	7.69	156	1200	13.25		<b>13.25</b>	2067
Medicine	Phys. & Occ. Therapy	14.00	45	630	14.75		<b>14.75</b>	664
Other	Islamic Studies	19.44	180	3499	18.13	0.36	<b>18.49</b>	3328
Other	Management	20.00	225	4500	18.13	0.36	<b>18.49</b>	4160
Other	Music	16.97	60 - 135	1018 - 2291	17.40		<b>17.40</b>	1044 - 2349
Other	Nursing	12.00	180	2160	13.25		<b>13.25</b>	2385
Other	Religious Studies	18.75	120	2250	18.13	0.36	<b>18.49</b>	2219
Science	Atmospheric and Oceanic	14.12	128	1807	15.25		<b>15.25</b>	1952
Science	Biology	18.06	180	3251	18.13	0.36	<b>18.49</b>	3328
Science	Chemistry	16.11	180	2900	16.75		<b>16.75</b>	3015
Science	Computer Science	10.00	100	1000	13.25		<b>13.25</b>	1325
Science	Earth and Planetary	16.67	75	1250	17.00		<b>17.00</b>	1275
Science	Geography	13.19	180	2374	14.75		<b>14.75</b>	2655
Science	Math & Stats	18.13	165.5	3001	18.13		<b>18.13</b>	3001
Science	Physics	18.06	90	1625	18.13	0.36	<b>18.49</b>	1664
Science	Psychology	11.22	180	2020	13.25		<b>13.25</b>	2385

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Last Updated on 2/03/98  
By Hugh Potter, AGSEM Bargaining Committee  
Email: [agsem@leacock.lan.mcgill.ca](mailto:agsem@leacock.lan.mcgill.ca)

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Association of Graduate Students Employed at McGill  
Rm. 62, Suite 2401  
2020 University, Montreal, H3A 2A5  
Phone: (514) 398-2582 Fax: (514) 398-2623  
Email: [agsem@leacock.lan.mcgill.ca](mailto:agsem@leacock.lan.mcgill.ca)

# June 2000

Salary rates from June 1st 2000 - apply 2000/2001 Academic Year

Faculty	Dept.	Dec. 1997			June 2000			
		Salary rate	# of hours per term	Salary per term	Rate incl. Vac. Pay	Lump sum (2%)	Salary Rate	Salary per term
		(\$ / hour)			(\$ / hour)		(\$ / hour)	(\$)
Agriculture	Agricultural Engineering	11.85	104	1232	14.50		<b>14.50</b>	1508
Agriculture	Animal Science	11.29	100	1129	14.50		<b>14.50</b>	1450
Agriculture	Dietetics & Human Nutrition	11.29	100	1129	14.50		<b>14.50</b>	1450
Agriculture	Food Sci. & Agr. Chemistry	11.29	117	1321	14.50		<b>14.50</b>	1697
Agriculture	Natural Resources	11.29	78	881	14.50		<b>14.50</b>	1131
Agriculture	Plant Science	11.29	100	1129	14.50		<b>14.50</b>	1450
Arts	Anthropology	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Art History	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Communications	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	East Asian Studies	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Economics	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	English	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	German	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	History	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Instit. for the Study of Canada	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Italian	18.52	135	2500	18.13	0.36	<b>18.49</b>	2496
Arts	Linguistics	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Philosophy	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Political Science	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Arts	Sociology	18.13	180	3263	18.13	0.36	<b>18.49</b>	3328
Education	Admin & Policy	22.22	90	2000	18.13	0.36	<b>18.49</b>	1664
Education	Culture & Values in Education	11.11	90	1000	14.50		<b>14.50</b>	1305
Education	Educ. & Couns. Psychology	20.08	120	2410	18.13	0.36	<b>18.49</b>	2219
Education	Physical Education	7.05	156	1100	14.50		<b>14.50</b>	2262
Engineering	Architecture	8.10	148	1199	14.50		<b>14.50</b>	2146

Engineering	Chemical Engineering	11.00	100	1100	14.50		<b>14.50</b>	1450
Engineering	Civil Engineering	13.46	78	1050	15.50		<b>15.50</b>	1209
Engineering	Electrical Engineering	14.00	50	700	15.50		<b>15.50</b>	775
Engineering	Mechanical Engineering	11.54	78	900	15.25		<b>15.25</b>	1190
Engineering	Mining & Metallurgical Eng.	7.42	91	675	14.50		<b>14.50</b>	1320
Medicine	Anatomy	7.00	100	700	14.50		<b>14.50</b>	1450
Medicine	Biochemistry	18.33	90	1650	18.13	0.36	<b>18.49</b>	1664
Medicine	Medical Physical Unit	13.33	225	2999	15.50		<b>15.50</b>	3488
Medicine	Microbiology & Immunology	7.69	156	1200	14.50		<b>14.50</b>	2262
Medicine	Phys. & Occ. Therapy	14.00	45	630	15.50		<b>15.50</b>	698
Other	Islamic Studies	19.44	180	3499	18.13	0.36	<b>18.49</b>	3328
Other	Management	20.00	225	4500	18.13	0.36	<b>18.49</b>	4160
Other	Music	16.97	60 - 135	1018 - 2291	17.50		<b>17.50</b>	1050 - 2363
Other	Nursing	12.00	180	2160	14.50		<b>14.50</b>	2610
Other	Religious Studies	18.75	120	2250	18.13	0.36	<b>18.49</b>	2219
Science	Atmospheric and Oceanic	14.12	128	1807	16.00		<b>16.00</b>	2048
Science	Biology	18.06	180	3251	18.13	0.36	<b>18.49</b>	3328
Science	Chemistry	16.11	180	2900	17.00		<b>17.00</b>	3060
Science	Computer Science	10.00	100	1000	14.50		<b>14.50</b>	1450
Science	Earth and Planetary	16.67	75	1250	17.15		<b>17.15</b>	1286
Science	Geography	13.19	180	2374	15.50		<b>15.50</b>	2790
Science	Math & Stats	18.13	165.5	3001	18.13		<b>18.13</b>	3001
Science	Physics	18.06	90	1625	18.13	0.36	<b>18.49</b>	1664
Science	Psychology	11.22	180	2020	14.50		<b>14.50</b>	2610

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Last Updated on 2/03/98  
By Hugh Potter, AGSEM Bargaining Committee  
Email: [agsem@leacock.lan.mcgill.ca](mailto:agsem@leacock.lan.mcgill.ca)

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Association of Graduate Students Employed at McGill  
Rm. 62, Suite 2401  
2020 University, Montreal, H3A 2A5  
Phone: (514) 398-2582 Fax: (514) 398-2623  
Email: [agsem@leacock.lan.mcgill.ca](mailto:agsem@leacock.lan.mcgill.ca)