The Collective Agreement between the University and PSAC was tentatively agreed on September 12, 2017. Highlights from the agreement covering April 23, 2015 – August 31, 2019 include:

**Compensation**

2% increase per year to all rates starting September 1, 2015

Rates of Pay:
- September 1, 2015: $18.88
- September 1, 2016: $19.26
- September 1, 2017: $19.64
- September 1, 2018: $20.04

- Increase vacation pay to 4/52 (7.69%) effective date of ratification (not retroactive)
- Signing bonus of $150 per member who worked between May 2017 and April 2018, payable June 2018

*Any current practices which are more favourable to an employee than what was negotiated will remain in place for the duration of any current appointments.*

*Any retroactive wages shall be paid only to members or former members of PSAC who continue to be UofS graduate students at the time of ratification.*

**Job Classifications**

Graduate student employees shall be classified in one of the following categories:

- **Teaching Assistant (TA)**
  - Provides support for teaching a course (including Graduate Teaching Fellows)
  - Duties may include: preparation, delivering and/or attending lectures; demonstrating, marking, student consultation, invigilating, holding office hours, setting up experiments, supervision of field trips
- **Research Assistant (RA)**
  - Performs duties assigned by a faculty member that contribute to a faculty member’s research program (not required as part of the student’s academic program)
Duties may include: research, preparing reports, writing papers, laboratory support, literature/library research, administrative tasks and provision of other research support and assistance

**Student Assistant (SA)**
- Carries out duties which support the academic mission of the University, but which do not primarily fall into the categories of Teaching Assistant or Research Assistant

**Hours of Work**

- The maximum number of hours of TA work for any employee is no more than an average of 12 hours per week
- In no case shall an employee work more than twenty (20) hours in any given week
- The Supervisor or designate shall meet with the employee to discuss expected hours of work and complete a *Description of Duties and Allocation of Hours form*

**Appointment Process**

- Appointments for TA positions shall be made in the following order:
  1. Students for whom a TA position forms part of their graduate program acceptance package
  2. Students of the department or non-departmentalized college in which the TA appointment is offered and who have previously held a TA appointment (or students in interdisciplinary programs who have held a TA appointment in that department)
  3. Students of the department or non-departmentalized college in which the TA appointment is offered and who have not previously held a TA appointment
  4. Students in a different department or non-departmentalized college from the one where the TA appointment is being offered, but who have previously held a TA appointment
  5. All others, with special consideration given to students with demonstrated financial need (less than $16,000 in University funded or administered funds)

- Ability for students to identify preferences for the classes that they would like to TA
- List of hiring criteria to be considered for research assistant and student assistant appointments

**Job Postings**

- Teaching Assistants (TAs)
  - TA positions allocated as per A and B above do not need to be posted
  - TA positions requiring posting will be posted for no less 7 days
- Research Assistants (RAs) and Student Assistants (SAs)
  - RA positions offered by a student’s academic supervisor or any member of the student’s advisory committee does not need to be posted
  - A RA or SA assignment totaling twenty (20) hours or less does not need to be posted
- All postings shall be made on the University employment opportunities website for a minimum of 7 days
• All successful candidates shall receive a letter of offer

**Training and Evaluation**

• Each department will provide paid training appropriate to the duties required
• The Employer may conduct an evaluation during the period of appointment to assist them in improving the quality of work; assess performance; and to document the work performed

**Discipline and Grievance Process**

• Employees may be disciplined or dismissed for just cause
• The disciplinary actions may include: letter(s) of warning or reprimand, suspension(s) with or without pay, and dismissal
• Informal and formal grievance process similar to other collective agreements

**Sick Leave**

• Employees shall be granted up to 1 working day of paid sick leave per month, for up to 4 days per term
• Sick leave will only apply to regularly scheduled hours (ex: classroom hours)
• Unused sick leave cannot be carried forward

**Leaves of absence**

• Paid leaves for bereavement or court duty
• Up to 2 days’ leave per term for personal reasons
• Maternity/Parental leave provided as per *The Saskatchewan Employment Act*
• Unpaid leaves available for attending academic conferences