

14 Comparator Universities				2013		2014		2015		2016		Notes	Collective agreements
Prov.	University	Bargaining agent	Bargaining unit	Date effective	Wage rate	Increase	Wage rate	Increase	Wage rate	Increase	Wage rate	Increase	
BC	Victoria	CUPE	TAs, some Ras		mar 1: \$23.74 sept 1: \$23.98	-	mar 1: \$24.21	-	-	-	-	-	plus 4% vacation pay <a href="http://4163.cupe.ca/?page_id=176">http://4163.cupe.ca/?page_id=176</a>
SK	Regina	CUPE	TAs	01-Jan	MA: \$19.63* PhD: \$20.58*	2.5%	-	-	-	-	-	-	*This is the wage rate from 2012; includes 7.7% vacation pay <a href="http://uregina.ca/cupe2419/CUPE-2419-2009-2012.pdf">http://uregina.ca/cupe2419/CUPE-2419-2009-2012.pdf</a>
SK	Saskatchewan	non unionized	TAs/RAs	-	-	-	\$18.51*	-	-	-	-	-	This is the rate shown for TA on their website. <a href="http://www.usask.ca/cgsr/interd/funding/index.php">http://www.usask.ca/cgsr/interd/funding/index.php</a>
MB	Manitoba	CUPE	TA	01-Sep	MA: \$20.46 PhD: \$22.30	2.9%	-	-	-	-	-	-	plus 6% vacation pay <a href="http://3909.cupe.ca/files/2013/04/UNIT-1-CA-2010-2014-RATIFIED.pdf">http://3909.cupe.ca/files/2013/04/UNIT-1-CA-2010-2014-RATIFIED.pdf</a>
ON	Carleton	CUPE	TAs/RAs	01-Sep	\$38.22	0%	\$38.98	2.00%	\$39.57	1.50%	-	-	plus 4% vacation pay <a href="http://4600.cupe.ca/files/2014/06/Unit-1-TA-Contract-2013-2016.pdf">http://4600.cupe.ca/files/2014/06/Unit-1-TA-Contract-2013-2016.pdf</a>
ON	Guelph	CUPE	TAs/RAs	01-Sep	\$39.46	2% lump sum	\$40.05	1.50%	\$40.45	1%	-	-	includes 4% vacation pay <a href="http://cupe3913.on.ca/assets/uploads/2014/08/CUPE_Local_3913_Unit1.pdf">http://cupe3913.on.ca/assets/uploads/2014/08/CUPE_Local_3913_Unit1.pdf</a>
ON	McMaster	CUPE	TAs/RAs	01-Sep	\$40.20*	2%	\$41.00	2.00%	\$41.80	1.95%	-	-	includes 4% vacation pay *Those employed the prior year received a \$200 lump sum <a href="http://cupe3906.org/wp-content/uploads/2010/01/TA-Collective-Agreement-Final-for-printing.pdf">http://cupe3906.org/wp-content/uploads/2010/01/TA-Collective-Agreement-Final-for-printing.pdf</a>
ON	Simon Fraser	Teaching Support Staff Union (TSSU)	TAs	01-May	MA: \$27.38 PhD: \$32.26	2%	-	-	-	-	-	-	includes 4% vacation pay <a href="http://www.tssu.ca/wp-content/uploads/2013/05/2010-2014-TSSU-Collective-Agreement.pdf">http://www.tssu.ca/wp-content/uploads/2013/05/2010-2014-TSSU-Collective-Agreement.pdf</a>
ON	Queen's	PSAC	TAs	01-May	\$37.88	1.4% lump sum	\$37.88	1.4% lump	\$38.54	1.75%	\$39.31	2%	plus 4% vacation pay
ON	Waterloo	non unionized	TAs	01-May	-	-	\$30.15	-	-	-	-	-	plus 4% vacation pay From Department of Biology <a href="https://uwaterloo.ca/biology/teaching-assistant-applications">https://uwaterloo.ca/biology/teaching-assistant-applications</a>
ON	Windsor	CUPE	TAs/RAs	01-Sep	MA: \$35.08* PhD: \$39.09*	3%	MA: \$35.61 PhD: \$39.68	1.50%	MA: \$36.14 PhD: \$40.27	1.50%	MA: \$36.68 PhD: \$40.88	1.50%	Wage includes 4% vacation pay <a href="http://4580.cupe.ca/wp-content/blogs.dir/209/files/2013/01/2010_Contract_4580.pdf">http://4580.cupe.ca/wp-content/blogs.dir/209/files/2013/01/2010_Contract_4580.pdf</a>
NS	Dalhousie	CUPE	TAs	01-Sep	\$21.72	1%	\$22.05	1.50%	\$22.60	2.50%	\$23.00	1.80%	All salaries are inclusive of 5% vacation pay (6% as of September 1, 2014). <a href="http://3912.cupe.ca/files/2012/12/CUPE-3912-Collective-Agreement-2012-2016.pdf">http://3912.cupe.ca/files/2012/12/CUPE-3912-Collective-Agreement-2012-2016.pdf</a>
NFLD	Memorial	PSAC	TAs, RAs and Graduate Assistants	01-Sep	\$21.15	0%	\$21.15	0%*	\$21.57	2%	\$22.22	3%	*Lump sum paid Sept 1, 2014: Each Graduate Assistant shall receive a one-time payment of \$0.77 per hour for all hours worked during the previous 12 month period. (For each standard Graduate Assistantship of 56 hours per semester, this amount is equivalent to \$43.12.) Includes 4% vacation pay

**Other Units**

MB	Brandon U.	PSAC	RAs	01-Sep	\$20.75	-	\$21.17	2.00%	\$21.59	2%	-	-	plus 6% vacation pay
ON	Western	PSAC	TAs	01-Sep	\$42.11	1.5%	\$42.74	1.50%	-	-	-	-	plus 4% vacation pay
QC	UQAM	PSAC	TAs/RAs	01-Jun	MA: \$20.54 PhD: \$22.60	1.75%***	-	-	-	-	-	-	includes 8% vacation pay, 3.6% holiday pay and 3% for insurance indemnities
QC	Concordia	PSAC	RAs	01-May	MA: \$17.73 PhD: \$23.92	2%	MA: \$18.09 PhD: \$24.41	2.00%	-	-	-	-	includes 4% vacation pay, 3.6% in lieu of holidays
QC		TAs	MA: \$17.44 PhD: \$19.60		MA: \$17.79 PhD: \$20.00		-		-	-			
QC	Laval	PSAC	RAs	29-Apr	MA: \$20.03 PhD: \$21.40	1.75%***	MA: \$20.43 PhD: \$21.83	2%***	MA: \$20.52 PhD: \$21.91	0.4%***	MA: \$20.52 PhD: \$21.91	0%***	includes 6% vacation pay, 3.6% holiday pay and \$0.15/hour for insurance indemnities
QC		TAs	\$36.02		\$36.74		\$36.92		0.5%***		\$36.92		
QC	U de Montreal	PSAC	RAs/TAs	01-Sep	MA: \$20.54 PhD: \$22.61	1.75%***	MA: \$20.95 PhD: \$23.06	2%***	-	-	-	-	includes 8% vacation pay, 3.6% holiday pay and 3% for insurance indemnities
QC	McGill	PSAC	RAs		-	1.50%	Casual minimum: \$13.97	1.70%	Reg: \$29.67 Casual minimum: \$14.90	1.70%	-	-	plus vacation pay of 4% (for employees with <5 years service) or 6% (for >5 years), plus 3.6% holiday pay
QC		CSN	TAs	01-Jun	\$26.51	3.0%	\$26.83	1.21%	\$27.50	2.50%	\$28.05	2%	includes 4% vacation pay; 2017 salary is 28.61 (2%), 2018 salary is 29.33 (2.5) <a href="http://tas.agsem-aeedem.ca/wp-content/uploads/2012/12/TA-Collective-Agreement-2011-2014-SEARCHABLE">http://tas.agsem-aeedem.ca/wp-content/uploads/2012/12/TA-Collective-Agreement-2011-2014-SEARCHABLE</a>
NB	U de Moncton	non unionized	RAs/TAs										
NS	Acadia	non unionized	RAs/TAs										
NS	St FX	non unionized	RAs/TAs				Undergrad: \$12.00 MA: \$14.00						Spoke to someone at the university who said that most TAs are undergrads. These are the current rates of pay.

\*\*Linked to the Quebec public sector salary policy

\*\*\*Minimum salary introduced

14 Comparator Universities

Prov.	University	Bargaining agent	Bargaining unit	Benefits	Tuition Compensation
BC	Victoria	CUPE	TAs, some RAs	Medical Services and Extended Health Benefit Plans: Voluntary participation provided appointment is for a minimum of three (3) consecutive months and half-time or more. Employees contribute 50%	None
SK	Regina	CUPE	TAs	None	None
SK	Saskatchewan	non unionized	TAs/RAs	None	None
MB	Manitoba	CUPE	TA	None	None
ON	Carleton	CUPE	TAs/RAs	The Employer agrees to pay the following amounts into an <b>Employee Assistance Fund</b> , with eligibility guidelines to be determined by the J.C.C. Any unused funds will be carried over and added to the next year's fund: September 2013 - August 2014: \$140,000 September 2014 - August 2015: \$150,000 September 2015 - August 2016: \$160,000 May cover the following: Child-care costs in order to perform their duties; Eye-care costs where the Employee does not have access to vision care under a health insurance plan; Dental costs where the employee does not have access to coverage under an existing dental plan, or where the costs exceed the coverage; Physiotherapy costs where the employee does not have access to coverage under an existing health plan, or where the costs exceed the coverage; Chiropractic costs where the employee does not have access to coverage under an existing plan, or where the costs exceed the coverage; Assistance with UHIP premium	<b>Tuition Increase Assistance:</b> The amount of the tuition increase assistance shall be the difference between the current tuition paid by the employee and the Reference Fees (for most, those program tuition fees established as of the first day they commence employment) (Article 25.03)
ON	Guelph	CUPE	TAs/RAs	19.01 The University shall provide effective September 1, 2013 a \$160,000 (less the \$60,000 already provided); September 1, 2014 \$60,000 pool; September 1, 2015 a \$70,000 pool, for the purpose of reimbursement offset of the premium costs under the Sunlife UHIP plan for international students who are employees in either of the two Bargaining Units who have opted to participate in the plan. 19.02 On an annual basis (first week of September), the University will provide \$145,000 for the supplemental benefits plan for employees covered by the terms of the Unit 1 and 2 Agreements. Effective September 1, 2013, the University will also provide a one-time payment of \$15,000 to be distributed by the Union prior to the end of the Collective Agreement. (Clarification note: the amount noted above is the combined total for both the Unit 1 and Unit 2 Agreements). Members apply through the Union to receive benefits.	None
ON	McMaster	CUPE	TAs/RAs		
ON	Simon Fraser	Teaching Support Staff Union (TSSU)	TAs	The University will pay the required premiums for the BC Medical Services Plan (MSP). The University will pay the required premiums for Extended Health Benefits and will deduct twenty-five (25) percent of that premium from the eligible employee's salary. Employees not eligible for MSP may elect to obtain coverage under the medical and hospital insurance plan operated by Traveller's Insurance Company or any other carrier. In this case, premium costs are shared 50-50. <b>Dental Plan</b> At the end of the semester in which the employee has an appointment and has also paid premiums into the Pacific Blue Cross Personal Dental Plan, upon proof of premium payment the University will reimburse: \$11.35 per month for single coverage, \$22.70 per month for couple coverage, or \$34.50 per month for family coverage, for each month in that semester for which an employee was enrolled in that dental plan.	The parties agree that TSSU employees who are also students during the semester of their TSSU appointment can have their tuition deducted from their salary, without late fees or other penalties for so doing.
ON	Queen's	PSAC	TAs	The Employer will contribute \$100,000 each September during the term of the Collective Agreement towards Employee health care benefits. This contribution is to be administered by the Union. (24.01)	None
ON	Waterloo	non unionized	TAs	None	None

ON	Windsor	CUPE	TAs/RAs	Effective September 1, 2003 the Employer will pay one-half (%) of the annual premium of the dental and one-half (%) of the annual premium of the drug benefit, as provided by the Graduate Students Society for those enrolled in the GSS benefits program. (25.01)	None
NS	Dalhousie	CUPE	TAs	None	None
NFLD	Memorial	PSAC	TAs, RAs and Graduate Assistants	None	None

**Other Units**

MB	Brandon University	PSAC	RAs	None	None
ON	Western	PSAC	TAs	The Employer will pay the Local \$130.00 for each employee who is a GTA as of November 1st in the years 2012, 2013, and 2014 of the collective agreement to contribute towards to the cost the health care plan arranged and administered by the Local.	Nothing tuition specific, but this provision: In the years 2013, 2014, and 2015, the Employer shall provide to the local by January 31st the amount of \$35,000 and by May 1st \$40,000 for use as the GTA Financial Fund.
QC	UQAM	PSAC	TAs/RAs	3% in lieu of benefits	None
QC	Concordia	PSAC	RAs	None	None
			TAs	None	None
QC	Laval	PSAC	RAs	\$0.15/hour worked in lieu of benefits	None
			TAs	\$0.15/hour worked in lieu of benefits	None
QC	UdeM	PSAC	RAs/TAs	3% in lieu of benefits	None
QC	McGill	PSAC	RAs	None	None
		CSN	TAs	None	None
NB	University of Moncton	non unionized	RAs/TAs	None	None
NS	Acadia	non unionized	RAs/TAs	None	None
NS	St FX	non unionized	RAs/TAs	None	None