



GTA Bargaining Survey Summary

Financing your education

- Adequate funding period?** 28% expect to graduate after their funding period ends.
- Student debt & financial stress** 57% say student debt is causing financial stress.

Your input on monetary demands

- inflation** 94% agree that TA compensation should increase with inflation.
- tuition & fees** 93% agree that TA compensation should increase with tuition & fees. 78% cannot afford higher tuition/ancillary fees without an increase in compensation.
- Longer funding period** 81% agree that a longer funding period would be advantageous to them.
- Living expenses** only 25% agree TA compensation is sufficient to cover living expenses.
- changes in external funding** 75% agree that they should not be denied a TAship due to changes in external funding.
- clawbacks** 87% believe that holding a TAship should not impact other sources of income.
- conference funding** 88% agree that adequate access to conference funding is important.

Your input on non-monetary demands

- Hours** 19% work over 10 hours a week on average.
- DSA** 93% signed a Duties Specification Agreement.
- Input** 54% had input into their TA assignment.
- workload** 28% have a workload that exceeds the hours they are paid for and 61% believe that TAs are underpaid for actual work required.
- student-GTA ratio** 81% feel that a reasonable ratio between the number of students in a lab/tutorial is important.
- collaboration** 53% have the ability to collaborate with their supervisor on the direction of the course.
- work environment** 90% agree that they work in a physically safe environment. 83% agree that their workplace is not hostile or intimidating.

“Members are the backbone of the collective bargaining process. The active support and mobilization of our membership is critical to successful collective bargaining. Our union is only as strong as the membership.-2.1.1 PSAC reg. 15C”

Get involved!

Your Bargaining Team is working hard to represent members at the table and come back with a better Collective Agreement. We need your support.

Participate by:

- joining our Mobilization Committee
- following your Union on Facebook and Twitter PSAC610
- keeping up-to-date on the current bargaining on psac610.ca and gtabargaining.psac610.com
- Contacting psac610@psac610.ca to find out more!

GTA Collective Bargaining PSAC Local 610 (your union) is in bargaining with our employer (Western University) to get you a better Collective Agreement (CA).

Your input matters In Spring 2017 the Local collected your priorities through a survey.

Your involvement matters and we want to keep you informed at every step. Right now your Bargaining Team is drafting the bargaining demands proposal, which will be presented, amended and voted on by members on October 5. The primary data source is the Spring survey results, summarized here. In total, 552 members responded.

Demographic information

- Gender** 53% identify most as female, 45% male.
- Age** Almost half are 25-30, followed by just over 25% in the 18-24 range and about 22% in 31-40.
- Immigration status** Almost 60% are Canadian citizens, 10% Permanent residents and 30% non-Canadian citizenship.
- Martial status** 65% are single, 25% married, 8% common-law and under 2% are separated/widowed/divorced.
- Children** 88% have none, 7% have 1, 6% have 2+.

Academics

- Program** 55% are in PhD, and 45% in Masters.
- Future education** 35% will attend graduate/professional school after graduation.

Income

- income** 62% have gross income under 20,000.
- other work?** 33% work outside their TAship, and 24% work over 6 hours a week on average outside their TAship and outside their own research.

Meet your Bargaining Team!

Bargaining Team On September 12 you elected your Bargaining Team:

- Matthew Coady
- Nadezda Ivanova
- Dmitrii Marin

The president of the Local, Shannon Potter, is an appointed member of the Bargaining Team.

Alternates In addition you elected five alternate Bargaining Team members:

- Shirzad Mohajerani
- Navraj Heer
- Imtiaz Ahmed
- Vanessa Lilly
- Iyad Al-Nasri