



### **Motion to Stand in Solidarity with AGSEM in their Negotiations with McGill**

Whereas the work performed by Teaching Assistants (TAs) at McGill is both integral to the quality of undergraduate education, and provides graduate students with invaluable work experience as teachers;

Whereas TAs at McGill are represented by Unit 1 of the Association of Graduate Students Employed at McGill (AGSEM), a certified labour union;

Whereas TAs have been without a collective agreement since June 2014;

Whereas AGSEM's Unit 1 Bargaining Committee has been in collective agreement negotiations with McGill since August 2014;

Whereas AGSEM's key bargaining requests include:

- Increased protection from workplace harassment and discrimination
- A veto on TA contracts under 45 hours/semester
- A 5% annual wage increase
- Partial rebates of tuition and health insurance costs
- A guaranteed TA:student ratio;

Whereas many of these provisions are already standard at other leading Canadian universities, including at the University of Toronto and York University, where TAs receive grants to partially defray the cost of tuition and health insurance, and are paid hourly rates as much as double that paid at McGill;

Whereas after missing the agreed-upon deadline to submit their financial offer, McGill has rejected all of AGSEM's requests, and instead proposed annual pay increases between 0% and 1%;

Whereas after taking inflation into account, this amounts to a pay cut for TAs, a group of employees who have little job security and often struggle to make ends meet, in spite of their important contribution to the University;

Whereas refusing to set a maximum TA:student ratio would allow McGill to either not increase the number of TAs as undergraduate enrolment increases, or decrease the overall number of TAs, resulting in both lower levels of funding for graduate students and a decrease in the quality of undergraduate education delivered by TAs;

Whereas at a General Assembly of Unit 1 of AGSEM held on March 19, 2014, TAs resolved to continue seeking concessions from McGill, in particular on the issues of wages and TA:student ratios;



Students' Society of McGill University  
Association étudiante de l'Université McGill

**Office of the Speaker**  
Bureau de Président du Conseil

Whereas at a General Assembly of Unit 1 of AGSEM held on April 7, 2015, TAs resolved to hold a one-day strike on April 16, 2015;

Be it resolved that the SSMU stand in solidarity with TAs' fight for fair working conditions, wages, and guarantees of TA:student ratios;

Be it further resolved that the SSMU communicate this position, including the ways in which TAs bargaining demands are also in the interest of undergraduate students, to the McGill Administration in the form of a letter;

Be it further resolved that the SSMU, in consultation with the AGSEM Unit 1 Mobilization Committee, communicate information pertaining to TA collective agreement negotiations and strike to its membership, by means such as listservs, social media and public events;

Moved by:

Kareem Ibrahim, Arts Senator  
Patrick Dunbar-Lavoie, Arts Rep  
Lola Baraldi, Arts Rep

APPROVED