

## SCHEDULE A: REMUNERATION

### 1. Graduate Assistants (Teaching) and Graduate Assistants (Non-Teaching)

The remuneration for Graduate Assistants (Teaching) and Graduate Assistants (Non-teaching) shall be at fixed rates by level of appointment, as follows:

|  | Level of Appointment | Scholarship | Salary     | Total      |
|--|----------------------|-------------|------------|------------|
| January 1, 2023 – last day of the pay period in effect on the date of ratification | full-time            | \$4,447.21  | \$4,447.20 | \$8,894.41 |
|  | three-quarter        | \$3,335.41  | \$3,335.40 | \$6,670.81 |
|  | one-half             | \$2,223.61  | \$2,223.60 | \$4,447.21 |
|  | one-third            | \$1,482.40  | \$1,482.40 | \$2,964.80 |
|  | one-quarter          | \$1,111.81  | \$1,111.80 | \$2,223.61 |
|  | one-sixth            | \$741.20    | \$741.20   | \$1,482.40 |

|  | Level of Appointment | Scholarship | Salary     | Total      |
|--|----------------------|-------------|------------|------------|
| Beginning of the first pay period following ratification – December 31, 2025 | full-time            | \$4,658.45  | \$4,658.44 | \$9,316.89 |
|  | three-quarter        | \$3,493.84  | \$3,493.83 | \$6,987.67 |
|  | one-half             | \$2,329.23  | \$2,329.22 | \$4,658.45 |
|  | one-third            | \$1,552.81  | \$1,552.81 | \$3,105.63 |
|  | one-quarter          | \$1,164.62  | \$1,164.61 | \$2,329.23 |
|  | one-sixth            | \$776.41    | \$776.41   | \$1,552.81 |

|                                     | Level of Appointment | Scholarship | Salary     | Total      |
|-------------------------------------|----------------------|-------------|------------|------------|
| January 1, 2026 – December 31, 2026 | full-time            | \$4,751.62  | \$4,751.61 | \$9,503.23 |
|                                     | three-quarter        | \$3,563.72  | \$3,563.71 | \$7,127.43 |
|                                     | one-half             | \$2,375.82  | \$2,375.81 | \$4,751.62 |
|                                     | one-third            | \$1,583.87  | \$1,583.87 | \$3,167.74 |
|                                     | one-quarter          | \$1,187.91  | \$1,187.90 | \$2,375.82 |
|                                     | one-sixth            | \$791.94    | \$791.94   | \$1,583.87 |

|                                     | Level of Appointment | Scholarship | Salary     | Total      |
|-------------------------------------|----------------------|-------------|------------|------------|
| January 1, 2027 – December 31, 2027 | full-time            | \$4,846.65  | \$4,846.64 | \$9,693.30 |
|                                     | three-quarter        | \$3,634.99  | \$3,634.98 | \$7,269.98 |
|                                     | one-half             | \$2,423.33  | \$2,423.32 | \$4,846.65 |
|                                     | one-third            | \$1,615.55  | \$1,615.55 | \$3,231.10 |
|                                     | one-quarter          | \$1,211.67  | \$1,211.66 | \$2,423.33 |
|                                     | one-sixth            | \$807.77    | \$807.77   | \$1,615.55 |

|                                     | Level of Appointment | Scholarship | Salary     | Total      |
|-------------------------------------|----------------------|-------------|------------|------------|
| January 1, 2028 – December 31, 2028 | full-time            | \$4,943.59  | \$4,943.58 | \$9,887.16 |
|                                     | three-quarter        | \$3,707.69  | \$3,707.68 | \$7,415.37 |
|                                     | one-half             | \$2,471.80  | \$2,471.79 | \$4,943.59 |
|                                     | one-third            | \$1,647.86  | \$1,647.86 | \$3,295.72 |
|                                     | one-quarter          | \$1,235.91  | \$1,235.89 | \$2,471.80 |
|                                     | one-sixth            | \$823.93    | \$823.93   | \$1,647.86 |

2. Graduate Assistants (Research)

The minimum hourly salary rate for Graduate Assistants (Research) is as follows:

|  |         |
|--|---------|
| January 1, 2023 – last day of the pay period in effect on the date of ratification | \$18.03 |
| Beginning of the first pay period following ratification – December 31, 2025       | \$22.84 |
| January 1, 2026 – December 31, 2026  | \$23.30 |
| January 1, 2027 – December 31, 2027  | \$23.76 |
| January 1, 2028 – December 31, 2028  | \$24.24 |

Graduate Assistants (Research) may be paid an hourly salary rate above the minimum.

3. Graduate Student Writing Tutors in the Student Success Centre

Effective 30 days following ratification, the minimum hourly salary rate for Graduate Student Writing Tutors in the Student Success Centre is as follows:

|  |         |
|--|---------|
| 30 days following ratification – December 31, 2025 | \$25.00 |
| January 1, 2026 – December 31, 2026                | \$25.50 |
| January 1, 2027 – December 31, 2027                | \$26.01 |
| January 1, 2028 – December 31, 2028                | \$26.53 |

## LETTER OF UNDERSTANDING #1: HOURLY GRADUATE ASSISTANTS (TEACHING)

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1. Effective September 1, 2025, the Board will establish an Hourly Graduate Assistant (Teaching) appointment type.
2. Hourly Graduate Assistants (Teaching) will be paid based on the number of approved hours worked. Approved hours cannot exceed 33 hours per Graduate Student per academic term. If a Graduate Student has accepted more than one Hourly Graduate Assistant (Teaching) appointment, it is their responsibility to monitor their combined hours to ensure they do not exceed 33 hours per academic term.
3. If the Board requires Hourly Graduate Assistants (Teaching) to complete any training, they shall be paid for these approved training hours at the hourly rate.
4. The Parties acknowledge that hourly Graduate Assistants (Teaching) have no guaranteed hours of work.
5. Article 17 (Grievance Procedure) shall not apply with respect to a decision to not re-appoint an Hourly Graduate Assistant (Teaching).
6. Except as otherwise provided within this Agreement, all of the terms and conditions in this Collective Agreement apply to Hourly Graduate Assistants (Teaching), except that the following Articles shall not apply:
  - a) Article 5: Graduate Assistantships
  - b) Article 8: Training
  - c) Article 10: Medical Leaves
  - d) Article 11: Parental Leaves
  - e) Article 12: Special Leaves
7. For the purpose of the reporting requirements in Article 2.3 and 2.4, the level of appointment will be left blank for all Hourly Graduate Assistants (Teaching).
8. If an Hourly Graduate Assistant (Teaching) is assigned to work on one of the dates listed in Article 9, they shall be paid at their normal hourly rate of pay for the number of approved hours worked.
9. The hourly rate for Hourly Graduate Assistant (Teaching) appointments is as follows:

|                             | Scholarship | Salary  | Total   |
|-----------------------------|-------------|---------|---------|
| Effective September 1, 2025 | \$22.84     | \$22.84 | \$45.67 |
| Effective January 1, 2026   | \$23.29     | \$23.29 | \$46.58 |
| Effective January 1, 2027   | \$23.75     | \$23.75 | \$47.50 |
| Effective January 1, 2028   | \$24.23     | \$24.23 | \$48.46 |

10. This Letter of Understanding shall expire on December 30, 2028.