

Amended

Letter of Understanding 2a

This letter is an addendum to Letter of Understanding #2 related to BCGEU Teaching Assistants and unless specifically referenced in this letter, all conditions related to LOU #2 will remain intact.

The University and the Union agree that until such time as the University has developed the base of graduate students from which to address Teaching Assistant vacancies, Departments shall follow the guidelines outlined below.

Those individuals hired by Departments as Non-Student Teaching Assistants or Disability Resource Centre (DRC) Exam Invigilators shall be exempt from the Hours and Scheduling and Rescheduling of Work section outlined in Letter of Understanding #2.

Except for those individuals whose Teaching Assistant contracts have been signed before July 1, 2007, Non-Student Teaching Assistants will be placed on the salary scale consistent with LOU#2 and based on their academic credentials. Effective September 1, 2009, DRC Exam Invigilators will be paid at a Clerk IV classification, SUP 5, Step 5, \$19.13 per hour as in Appendix C of the BCGEU Collective Agreement.

Non-Student Teaching Assistants and DRC Exam Invigilators will not have priority to vacancies over students possessing the necessary Teaching Assistant qualifications as outlined in Letter of Understanding #2.

To meet the invigilation requirements for the Disability Resources Centre, the past practice has been to offer extra hours to interested BCGEU employees currently working within the University at straight time rates. The Union and University agree to maintain this practice once the DRC has exhausted all other alternatives to finding qualified invigilators. The maximum hours that a full time BCGEU employee can voluntarily work at straight time as an invigilator is 5 hours per week.

Eligibility to perform such additional work will be based on qualifications, availability and all other factors being equal, seniority.

The parties will review this LOA annually and it shall lapse with the expiry of the current collective agreement June 30, 2010.

Non-Student Teaching Assistants – Guidelines for Appointments

Unit Heads should review the relevant contract language governing the terms and conditions of Teaching Assistant appointments outlined in the Letter of Understanding #2, page 62: BCGEU Collective Agreement.

After the determination is made that no 'preferred' student is available, the priority for offering appointments is as follows:

- Qualified Full Time Graduate Students
- Qualified Part Time graduate Students
- Qualified Full Time Undergraduate Students
- Qualified Part Time Undergraduate Students

N.B. Supervising Faculty members will determine suitably qualified candidates.

Once the above list is exhausted, the Head may consider the assignment of teaching duties to either of the following groups:

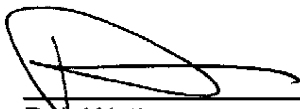
- Post Doctoral Teaching Fellows
- Adjunct Professors

Once the above resources are exhausted, the Head shall consider the recruitment of qualified external candidates, appointed as BCGEU Non-Student Employees. Such employees will follow the employment conditions outlined in LOU #2.

Where possible, each Unit Head shall submit a copy of their Graduate Teaching Assistant pool to the Disability Resource Centre by August 7, for consideration to perform invigilation duties.

Once the Disability Resource Centre has exhausted the pool of available Invigilators drawn from the Graduate Teaching Assistants' pool, it shall consider the appointment of qualified external candidates appointed as DRC Exam Invigilators, BCGEU Auxiliary Employees, that follow the employment conditions outlined in the LOU #2.

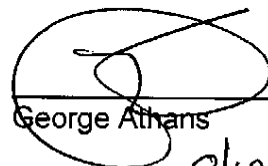
SIGNED ON BEHALF
OF THE UNION



Rob Wotherspoon

Date: August 19, 2009.

SIGNED OF BEHALF
OF THE UNIVERSITY



George Athans

Date: 8/19/09