Union of TAs and Invigilators

AGSEM, the DC, Delegate Responsibilities, and the Collective Agreements

DC Presentation, 2021 - 2022
What is AGSEM/AÉEDEM?

Association of Graduate Students Employed at McGill

L’Association des Étudiant-e-s Diplômé-e-s Employé-e-s de McGill
Who is AGSEM?

Executive Committee 2021-2022

President: Mario Roy: MSc. Agricultural Economics
Secretary Treasurer: Matei Petrescu: PhD Physics
Mobilization Officer: Antonia Macris
TA Grievance Officer: Jean-Philip Mathieu: PhD History
Invigilator Grievance Officer: Teresa Joseph: PhD Neuroscience
Mac Campus Officer: Karan Kumar: MSc Agricultural Economics
External Communications Officer: Marta Beszterda
Who is AGSEM?

The Delegates’ Council

- 1-3 delegates per department
- Often elected by PGSA but can be appointed by the DC!
- $125/term honorarium (including summer)
Delegate Responsibilities

Attend the DC!

- You must do one training a year with the Mobilization Officer.
- You must attend at least half of the Delegates’ Council meetings during the semester (rounded down) if you want to receive compensation.
- If accessibility is an issue, contact mobilization@agsem-aeedem.ca.
- Make sure you register ahead of time for DC meetings on our website. (We know it’s annoying, but it’s for security!)
Tentative List (TA)

Delegate Responsibilities

- You should receive a tentative list of TA appointments from your hiring unit within thirty (30) days following the application deadline.
  - March 31 for Summer courses;
  - May 31 for Fall and Full Year courses;
  - November 1 for Winter courses.
- If the hiring unit does not send you the list, you must contact them as soon as possible.
Delegate Responsibilities

Tentative List (Invigilator)

- You should receive a tentative list of TA appointments from your hiring unit within fifteen (15) days before final exams.
- If the hiring unit does not send you the list, you must contact them as soon as possible.
Delegate Responsibilities

Tentative List

- After you review the appointments, you must notify your department whether you approve the appointments and forward the tentative list to the Grievance Officer.

- The list should be emailed to the Grievance Officer as soon as you have checked it (i.e. within one week of receiving it) because the clock for filing a grievance (30 working days) starts ticking the moment you receive the list.

- If this process needs to be delayed for any reason, notify the Grievance Officer immediately!
Delegate Responsibilities

Contact the Grievance Officer when...

- ...you have questions about the priority pool!
- ...you need more time to review the Tentative List!
- ...you see a problem with the Tentative List!
- ...you think something “weird” is happening!
Delegate Responsibilities

E-Mail!

- **ALL** delegates have an AGSEM e-mail address!
- Check your email. Seriously.
- Delegates **must** use this account when communicating with members regarding grievances, it is the only way we can guarantee the level of confidentiality we are required to maintain by law.
- If you forget your password, have problems, etc--contact mobilization@agsem-aedem.ca
Delegate Responsibilities

In Your Department or Hiring Unit

- Make sure that people in your department/hiring unit know that you are your department’s delegate, attend GAs, and give updates on AGSEM news.
- Inform members about dates of GAs and DCs (all members are allowed to attend though only Delegates can vote).
- Identify your bulletin board.
- Invite members you know to follow AGSEM’s Facebook page, Twitter, or Instagram.
 Delegate Responsibilities

In Your Department or Hiring Unit: “Mobilization Event”

- Each Delegate needs to hold one “Mobilization Event” per year
- This can be:
  - A Grade-A-Thon
  - A Know-Your-Rights Meeting
  - A “Town Hall”-style meeting
  - A multi-department event
  - A “Jeopardy!”-style event
  - ...something else!
Delegate Responsibilities

Grievances: First, **LISTEN**.

- Inform the member of their rights through referral to a particular section of the Collective Agreement;
- Support the person through a discussion with the course instructor or hiring coordinator;
- Refer them to the appropriate Grievance Officer. If the member does not feel comfortable meeting with the Grievance Officer alone, you can accompany the member to the meeting as a delegate.
Delegate Responsibilities

Grievances

- AGSEM will never file a grievance on behalf of any TA or Invigilator if they do not wish to do so.
- Just because someone meets to talk about an issue does not mean AGSEM will file a grievance--it’s up to the member.
We are in a bargaining year! For everyone!

Invigilator Bargaining started last academic year, with more information coming out soon.

Watch out for Special Assemblies this year! Bring your friends, bring your colleagues!

http://www.agsem.ca/events
Bargaining: How to Involve Your Department or Hiring Unit

Delegate Responsibilities

- Talk to people!
- Pass along union surveys and notices to your department’s listserv.
- Hold social events to discuss issues in an open setting.
- Bring in AGSEM representative to come and explain key issues at a departmental event or meeting.
- Contact your Mobilization Officer at mobilization@agsem-aedem.ca for events help, coordination, brainstorming…or anything else!
Other ways to get involved!

Delegate Responsibilities

- Join one of the structured committees!
  - Audit Committee
  - Equity and Diversity Committee
  - Constitutional Review Committee
  - Mutual Aid Fund

- Join a working group (or create one)!
  - Mental Health Working Group
  - University Affairs Working Group
  - International Students Working Group
  - Graduate Funding Working Group
Delegate Responsibilities

Other ways to get involved!

- Join the Mobilization Committee as a researcher!
- Join the U-Drive Committee and fight for better labour rights for academic casuals!
- Want to get involved somehow, but not sure how? Contact mobilization@agsem-aeeedem.ca
Find out more!

AGSEM website: [www.agsem.ca](http://www.agsem.ca)

→ Information is available in French!
→ Toutes les infos sont disponibles en français!

AGSEM office: 3641 rue University, suite 207
Montréal, Québec H3A 2B3

AGSEM phone: 514-398-2582

Executive Committee | AGSEM-AÉÉDEM

General contact for questions or concerns:
[mail@agsem-aedem.ca](mailto:mail@agsem-aedem.ca)

For external communications questions:
Marta Beszterda, External Communications Officer
[communications.officer@agsem-aedem.ca](mailto:communications.officer@agsem-aedem.ca)

For questions about events and delegates:
Antonia Macris, Mobilization Officer,
[mobilization@agsem-aedem.ca](mailto:mobilization@agsem-aedem.ca)

For grievances or problems:
Jean-Philip Mathieu, TA Grievance Officer
[grievance.1@agsem-aedem.ca](mailto:grievance.1@agsem-aedem.ca)

Teresa Joseph, Invigilator Grievance Officer
[grievance.2@agsem-aedem.ca](mailto:grievance.2@agsem-aedem.ca)

For questions about AGSEM at Mac Campus:
Karan Kumar, Mac Chief Delegate
[macdonald.officer@agsem-aedem.ca](mailto:macdonald.officer@agsem-aedem.ca)