



You will have signed an Offer of Employment from the operational unit of the Research Initiative Team.

Many RAs hold other appointments which are represented by the TSSU, such as Teaching Assistant, Sessional Instructor, Tutor Marker, or Graduate Facilitator. Some RAs hold

conditions of employment and related matters shall remain as status quo for Included Persons.” This is because of the short-term nature of an RA appointment where during this period contracts will expire, be renewed and change with renewal. Terms and conditions of employment for Research Assistants may change with the acceptance of a negotiated Collective Agreement.

Without a Collective Agreement in place for Research Assistants, how are Research Assistant appointments governed?

Terms and conditions of employment will continue to be in accordance with employment legislations such as the Employment Standards Act of BC, the Human Rights Code and WorkSafe BC.

For additional detailed information, you may wish to view these sites from the Labour Relations Board/Code:

<http://www.lrb.bc.ca/guidelines/certification.htm>

<http://www.lrb.bc.ca/codeguide/chapter4.htm>