

# GTA Employment Terms and Conditions

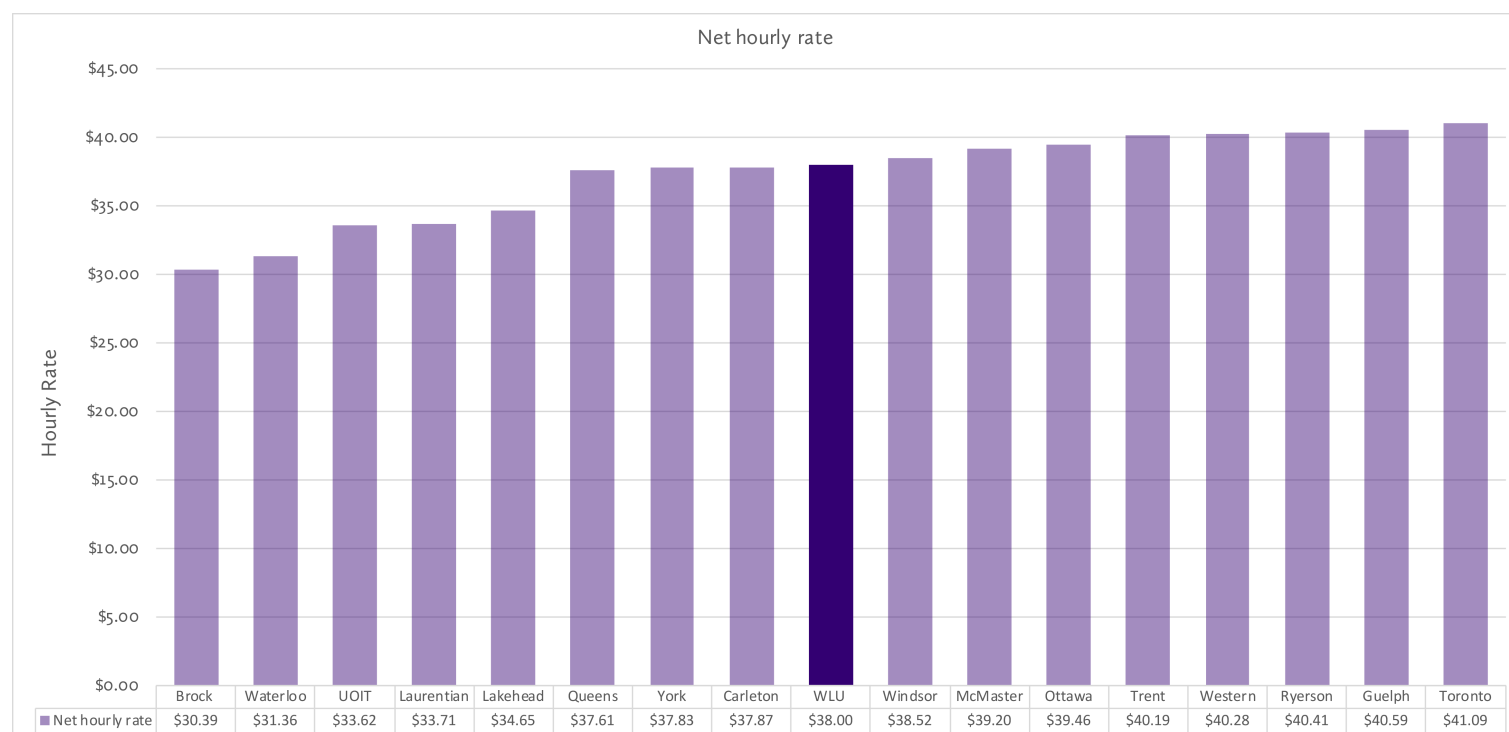
[students.wlu.ca/academics/graduate-and-postdoctoral-studies/teaching-assistants/assets/resources/graduate-ta-employment-](https://students.wlu.ca/academics/graduate-and-postdoctoral-studies/teaching-assistants/assets/resources/graduate-ta-employment-)

## Compensation

The gross hourly rate for Graduate Teaching Assistants (GTAs) at Laurier is currently \$38.40, or \$5,122 per term. This hourly rate is comprised of both employment earnings for services performed, and a fellowship to recognize the advancement of their education and the further development of their skills through the GTA experience.

The employment earnings (\$27.54 per hour) are subject to all statutory deductions, and will include 4% vacation pay. The fellowship (\$11.86) is tax-exempt and will be reflected on a T4A at year-end. The university sets the hourly rates, which are reviewed regularly. The same hourly rates apply to all faculties.

## GTA Rates Comparison Chart (2018)



### Net hourly rate by institution (2018):

- Brock University: \$30.39
- University of Waterloo: \$31.36
- UOIT: \$33.62
- Laurentian University: \$33.71

- Lakehead University: \$34.65
- Queens University: \$37.61
- York University: \$37.83
- Carleton University: \$37.87
- Wilfrid Laurier University: \$38.00
- University of Windsor: \$38.52
- McMaster University: \$39.20
- University of Ottawa: \$39.46
- Trent University: \$40.19
- Western University: \$40.28
- Ryerson University: \$40.41
- University of Guelph: \$40.59
- University of Toronto: \$41.09

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## Benefits

GTAs at Laurier are eligible to receive [extended health and dental benefits](#) through the Graduate Students' Association (GSA). As a full-time or part-time graduate student, a GTA is covered by the [GSA Health and Dental Plan](#), subject to the terms of the plan.

Coverage may be extended to a spouse and/or dependent children by enrolling them in the Plan and paying an additional fee, over and above student's individual fee as a Plan member.

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## Leaves

Laurier provides a [parental leave grant](#) for full-time graduate students enrolled in a research degree with a funding package who take a temporary leave from graduate studies. This leave covers the first year of their child's birth, adoption, or when their child first comes into their custody, care and control.

The per-term grant, together with any other available Employment Insurance (EI) benefits or continuing support, will maintain financial support at the level of 95% of the average pre-leave, per term funding amount, less tuition, to a maximum amount per term.

As Laurier employees, GTAs are also eligible for other leaves as provided for in the Ontario Employment Standards Act, 2000.

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## Training

GTAs have access to training through Teaching and Learning's [Student Teaching Development](#) department. Additionally, resources are available through [MyLearningSpace](#).

Annually, the Faculty of Graduate and Postdoctoral Students (FGPS), in coordination with various departments on campus, offers training and professional development for GTAs through the [ASPIRE](#) program. This program is to provide an overview of resources and supports available to GTAs, and information sessions designed to

set them up for success in their positions.

## Hours of Work

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GTA's work an average of 10 hours per week, or a maximum of 130 hours per term. Due to the cyclical nature of the workload during the academic term, there will be weeks where a GTA may work in excess of 10 hours or fewer than 10 hours in the week.

This arrangement is consistent with similar arrangements at other universities and is in accordance with the Ontario Council of Graduate Studies.

## Supports for GTAs

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There are a range of supports available for GTAs at Laurier, including:

- The GTA's faculty member supervisor/course instructor.
- The graduate program coordinator or department chair in the GTA's academic program.
- The Faculty of Graduate and Postdoctoral Studies, including the dean or senior administrative officer.

Access to university supports:

- [The Office of Dispute Resolution and Support](#)
- [The Dean of Students Office](#)
- [Graduate Students' Association](#)
- [Human Resources/Payroll](#)