

**Strategic Studentship Opportunity
Casual Position
Government Intervention into Collective Bargaining**

Position start date: November 2026

Overview:

This project explores how Canadian governments have increasingly intervened in public-sector collective bargaining, using both legislation and administrative strategies to limit workers' rights. It examines why these interventions occur, how they have evolved since the 1960s, and what they mean for workers today. Through a mix of historical analysis and interviews with negotiators, the research will uncover patterns in government tactics, their political and economic drivers, and their real-world impact on negotiations. The goal is to provide unions, policymakers, and the public with insights that strengthen democratic participation in the workplace and improve negotiation strategies in the face of growing government control.

Specific activities include, but are not limited to:

This project will include the gathering and coding of government press releases focused on interventions in collective bargaining and finishing the development of a national database of legislative interventions in collective bargaining.

The primary job duties for the field research assistant (Graduate Research Assistant – GRA 1 or Research Assistant 2) will include gathering government press releases and coding them.

The successful candidate will work with, and directly report to, Dr. Cake at Athabasca University. Dr. Cake will provide adequate training for the collective of government communications across Canadian jurisdictions and the coding of the communications to align with the project's theoretical framework.

The total hours for this position are 200, or approximately 12 hours per week. The distribution of hours can be negotiated.

Qualifications:

- Education in Labour Relations, Sociology, Public Policy, Political Science, or a related social science discipline.
- Strong organizational skills and attention to detail.
- Have qualitative research training and experience particularly with the development and application of coding schemes.
- Familiarity with labour relations or collective bargaining is an asset but not required.
- Excellent written and verbal communication skills.

- Ability to work independently.

How to apply:

Qualified individuals are encouraged to submit their application by email to Dr. Cake at scake@athabascau.ca. Applications should include (as a single PDF file) a brief cover letter that summarizes your skills, interests and experience; a current resume or curriculum vitae; and the contact information for 1-2 references.

Evaluation of applications will begin immediately and will continue until a suitable candidate is found. All applicants are thanked for their interest in this position; however, only candidates selected for an interview will be contacted.

Athabasca University and the researchers are committed and seek to support equity in employment and research opportunities. We strongly encourage applications from Indigenous people, people of colour, people with disabilities, 2SLGBTQ+ people, women, and other historically marginalized groups. Applicants are welcome, but not required, to self-identify in their letter of application.

For more information on this Research Assistant Opportunity, please contact Dr. Cake at the coordinates below, on or before October 20, 2026. Applications will be accepted until October 20, 2026 or until a suitable candidate is found.

