

Bargaining Topic	Strike Platform	Current Status
Major Dental Coverage and Expanded Vision Benefits	Some form of major dental coverage and 50% increase in vision coverage.	GTFF Health and Welfare Trust renegotiated the insurance plan for GTFs, adding major dental coverage through a Dental HMO and restructured the vision coverage entirely. These changes meet the strike platform of GTFs, so the GTFF dropped this bargaining item .
Health Insurance Premium Costs	No cap on University contributions – guarantee 95% / 5% split on premiums.	Administration withdraw a proposed 10% cap on increased University contributions to health care premium growth on Sept. 5. This meets the strike platform .
Student Fees	Keep \$61/term limit, as in current CBA.	Administration agreed to \$61 limit after new insurance plan saved UO \$500,000 in premium costs over 2 years. This meets the strike platform .

Bargaining Topic	Strike Platform	Current Status
Minimum Wage	5.5% raise for all minimum wages for both years of the agreement.	Administration offered various wage proposals that average 4.65% raise for all minimum wages. This does not meet the strike platform. The cost difference between the two proposals is around \$240,000 over two years.
Parental Leave	2 weeks paid leave	Administration refuses paid leave, will continue to follow FMLA, allowing for 12 weeks of unpaid leave. Administration offers to decrease workload requirements to qualify for insurance, allowing GTFs leeway to keep insurance if they miss time for parental or medical reasons, but can still have their pay reduced. This does not meet the strike platform. Annual estimated cost to UO for both forms of leave is \$35,000.
Medical Hardship Release Time (Medical Leave)	2 weeks paid leave. Grads only qualify for leave with medical documentations. Paid leave only kicks in if illness/injury requires missing work for more than 1 week.	

Estimated change in UO expenses due to proposed changes over life of CBA

