(1) **Brief Bargaining Summary** (tentative until the ratification vote)

-       We’ve agreed to a 3-year contract with a minimum wage increase in year 1 of 3.5%, year 2 of 3.5%, and year 3 of 3.7%.

-       Summer fees will be reduced from GEs paying 100% of summer fees, to GEs pay 65% (and UO covers 35%)

-       No changes to health insurance.

-       New mandatory paid training for all GEs

-       We have a new title of Graduate Employee (GE)

-       Binding contracts

-       Financial Training from the Grad School

-       Additional assistance for parent GEs

(2) **Broader Platform Update** (the following list is (a) all original platform planks in order of priority, then (b) where they stand in the tentative agreement).   
  
It is important to note that we set our priorities higher in the beginning than we expect to achieve, so we have room to bargain for a good contract!:

(1)  **Living wage** – Raises to close the gap between cost of living for .49 FTE after taxes

**RESULT**:Aforementioned 3-year contract, Y1 – 3.5%, Y2 – 3.5%, Y3 – 3.7%

(2)  **Comprehensive training** – Decision-making in creation and implementation of high quality paid training for GEs & our supervisors and coworkers on sexual harassment and assault, cultural competency, disability accessibility, etc. Also, add gender neutral language to all employee forms.

**RESULT**: (PART A) GEs will receive 4 hours of *paid* employment training in the first term of their first year (paid at GE level I minimum rate, about $80 now). This includes four main areas: (1) cultural competency, equity and inclusion, disability access, and issues of mental health, (2) instruction on what makes for an equitable workplace, how to access disability and mental health services, etc., (3) policies and procedures such as sick leave time, and (4) general information about services, policies, etc., that may be useful to GEs.

(PART B) Individual departments will be responsible for instruction regarding teaching, researching, the culture of their discipline, etc., and use of equipment.

(PART C) GTFF and Administration joint committee for advising the training. It will have two GEs appointed by the GTFF, and will assess training efficacy and report to the Dean of the Graduate School.

(3)  **Accessible & Equitable workspace** – Lactation space, gender neutral restrooms, proper break and office space, and all employee forms made gender neutral

**RESULT:** (A) The UO now must provide appropriate access to secure, private, sanitary lactation spaces for GEs who are nursing. Also, the admin agreed to build new permanent lactation spaces, bringing the number of spaces on campus to five (5).

(B) Commonly used forms will be immediately updated to be gender neutral. Less commonly used forms will be updated as they are generally updated. Use of gender-inclusive terminology will not apply when mandatory state forms disallow their use. We will also now receive access to gender-inclusive restrooms comparable with other employee groups.

(C) The UO must now provide a more straightforward accommodation process for GEs with disabilities. GEs must receive information about the accommodation process, will receive a list of accommodations available upon their first request, and cannot be denied any reasonable employment accommodation.

(4)  **Communication to Int’l GEs** – All communication regarding visas may only come from the International Affairs office

**RESULT**: We got a new Letter of Agreement that says if any employee group on campus goes on strike, all communications to Grad Employees from the University about visa status will originate in the Office of International Affairs or Human Resources. The exact language is: “In the event of a legal strike by any employee group on campus, all communications to international Graduate Employees concerning the effect of participation in said legal strike on the GEs visa and/or residency status may only originate from the Office of International Affairs or Human Resources.”

(5)  **Childcare Subsidy** – 100% of childcare costs covered for GEs

**RESULT:** **GE parents can access $575 from the Graduate Assistance Fund once any time during the child’s first 18 months of life or first 18 months in the family in the case of adoption**. This withdrawal will not count against the number of total accesses each GE may qualify for. In addition, the administration has agreed that if the GAF falls below $25,000 in any year of this contract, they will automatically put $25,000 more into it.

(6)  **Graduate Employee title** – Change entire CBA to refer to GE and gender neutral titles, rather than Graduate Teaching Fellows (GTFs)

**RESULT:** We completely won that, as evidenced throughout this email! :D

(7)  **Shared Governance –** GE voting representation on Faculty Senate

**RESULT:** No change: We will be pursuing that through means external to the CBA. Please contact Kadie Manion at [president@gtff.net](mailto:president@gtff.net) if you would like to be involved in this over the coming academic year.

(8)  **No Fees** – Summer fees same as school year, waive remaining $61 student fee within the year

**RESULT:** No change in $61 per term within the year, Admin will cover 35% of Summer fees for GEs enrolled in courses that are required for their degrees (GEs had been paying 100%).

(9)  **Binding Initial Offer Letters** – Letters that offer specific years of funding while in grad school are binding

**RESULT:** There is now a 10-day ‘rescission’ period to offers **listed in bold** on contracts, and offer letters are now binding.

(10)                 **4 Weeks Notice to Summer Contracts** – All notice for summer employment must be 4 weeks in advance of the term

**RESULT:** New protections for GEs with summer positions. Tentative offers for summer appointment can still be made but if a tentative offer is rescinded less than 4 weeks before the start of the summer session you are scheduled to work, you will receive a $300 payment in acknowledgement of work already performed and the inconvenience.

(11)                 **Equity for Satellite Campuses** – Equal access to resources and support for GEs in Coos Bay, Portland, Corvallis, etc.

**RESULT:** Contract language to affirm that the entirety of the collective bargaining agreement applies to GEs regardless of their primary campus.

(12)                 **Retirement** – Set up a system of auto-deduction retirement accounts with some matching funds

**RESULT:** Dropped this plank in favor of better access to financial planning trainings. The Graduate School has promised (outside the CBA) to hold financial planning trainings every term.

(13)                 **Increase Funding for Health Benefits** – Increase funding towards health benefits so the Trust can improve the plan without cutting other elements

**RESULT:** Plan is unchanged (renewal was more expensive this year due to rising healthcare costs).

(14)                 **No Violation of Professional Ethics** – GEs shall not be made to violate their professional association codes of ethics, i.e. counseling psychology

**RESULT**: If a GE believes they are being asked to violate their professional code of ethics, they may consult with their professional association and/or legal council, and they may call for a meeting with their department head and have a union representative present if they wish. Under the new contract, **GEs cannot be barred from consulting with the professional association or legal representative** (in the past, some GEs have been barred from doing so).

(15)                 **Pay Equity within departments** – Departments broken into multiple separate employing units paying at different levels should all pay the same

**RESULT:** Dropped.

(16)                 **Cannot ask GEs to Scab** – GEs cannot be asked to scab for other striking employees within the UO (currently they could be asked, but not forced)

**RESULT:** Dropped. GEs can still be asked, and still cannot be forced.

Not included in our priorities but new in our CBA – Administrative GEs will begin formally tracking hours.  These GEs will still be paid their usual salary but in order to be in compliance with the Fair Labor Standards Act, these GEs must be classified as non-exempt from overtime pay and therefore must track hours.