

# The Graduate Teaching Fellows Federation 2018-2019 Bargaining Platform & Summary of Proposals



## **WE R.A.I.S.E. EACH OTHER UP!**

**R**ecognition & Development

**A**ccountability, Transparency, & Participation

**I**nternational Student Advocacy

**S**afety, Equity, & Inclusivity

**E**conomically Fair & Dignified Standard of Living

# **WE R.A.I.S.E. EACH OTHER UP!**

## **Recognition & Development**

We insist UO take into account the many roles of Graduate Employees on campus & provide ample support for those roles, both individually & in general. We expect UO to treat GEs – the group that teaches the most classes & produces the most research on campus – as professionals & to support our service to UO. We demand recognition of the critical roles GEs play at this university & for the administration to invest in our development as researchers, teachers, & professionals.

## **Accountability, Transparency, & Participation**

We demand UO act transparently to assure accountability on decisions that affect the GE population, undergraduates, & faculty. GE hiring decisions should be made in tandem with graduate workers, our students should not fear immigration enforcement in our classrooms, & UO must make tangible movement towards a more inclusive, diverse, & equitable campus.

## **International Student Advocacy**

We demand UO recognize the needs of international employees & students. International graduate workers are in an increasingly precarious position with their visa status under constant threat from heinous immigration policies. UO must ensure that international GEs are treated with the same dignity & respect as domestic GEs while removing economic & administrative barriers to their flourishing.

## **Safety, Equity, & Inclusivity**

We stand for the fair treatment of all GEs regardless of their identity or status. We demand that disparities not exist between GEs on the basis of ethnicity, race, gender, gender identity, sexual orientation, disability status, etc. Where disparities do exist, we demand UO take actionable, concrete steps to rectify those inequities. In particular, we intend to dramatically improve the lives of parents, GEs of color, GEs with disabilities, & those of non-normative sexual & gender identities by providing more services & preventing discrimination throughout UO.

## **Economically Fair & Dignified Standard of Living**

We demand UO support the well-being of its GEs by finally committing to a real living wage & support for affordable housing. The vast majority of GE salaries remain well under UO's own cost of living calculations. Housing prices continue to skyrocket year-to-year throughout Eugene, leaving many GEs without safe & affordable housing. Combined, these two pincers leave many GEs with constant economic anxiety & in tremendous debt. We will not rest until UO treats its teachers & researchers with the dignity they deserve through adequate financial compensation.

For more information about GTFF & its bargaining efforts, visit the webpage below:



<http://gtff3544.net/2018-2019-bargaining/>

# **GTFF's Bargaining Committee have proposed the following changes to the Collective Bargaining Agreement:**

*The red letters on the left side of each page indicate the part(s) of the platform under which each proposal falls.*

**R**

- Expand time for GTFF presentation to all incoming GEs at Graduate School Orientation (Article 3)

**R**

- Update the process of updating membership records & dues deductions in compliance with current labor law (Article 4)

**R**

- Require UO to charge GTFF for use of facilities at fee rates equal to those of employee organizations & student groups (Article 5)

**S**

- Expand protections against discrimination, define discrimination, & require UO to take concrete steps in response to discrimination (Article 8)

**A**

- Lengthen the span of time between apprising GEs of course assignment availability & the start of classes, as well as the span of time between apprising GEs of their course assignments & the start of classes (this time is longer for international GEs & GEs with disabilities) (Article 9)

**A**

- Require that GEs be consulted when revising GDRS & require that departments take larger responsibility for educating GEs about GDRS (Article 9)

**S**

- Update work environment conditions, including the following: required software for work to be provided by UO, windows to have working locks, appropriate space to be provided for private meetings with students (in addition to current office space levels), provisions for GEs with disabilities to be included, protections for GEs from inappropriate behavior to be put in place, & every building to have a permanent lactation space (Article 10)

**S**  
**R**  
**A**  
**S**  
**A**  
**E**  
**E**  
**E**  
**E**

- Remove UO Recreation Center fees over the Summer for GEs with appointments in the adjacent Spring & Fall terms & compensate GEs not on the Eugene campus for the equivalent amount of the cost of membership to the UO Recreation Center per term (Article 10)
- Include a protection for GEs whose work & education are highly linked by requiring that GE work performance not be considered relevant in determinations of progress toward the GE's degree (Article 16)
- Require that departments which hire GEs will include at least 1 GE on the committee that decides GE appointments; prioritize year-to-year appointments over term-to-term appointments; & avoid splitting appointments between different courses, labs, or other assignments (Article 17)
- Expand GE privileges over the Summer term for those who have had at least 1 GE assignment in the preceding academic year: remove Summer fees for those enrolled in degree-required courses; extend access to UO Recreation Center, Health Center, & Counseling Center; provide a Summer stipend; keep university-related childcare center tuition costs at the same rates in Summer as in the other terms (Article 19)
- Spell out the average maximum number of hours of work each week for each FTE level (Article 22)
- Raise pay by 9.5% to attain living wage levels by the end of this contract's life, & include an option for GEs to be paid twice per month (Article 22)
- Remove GE responsibility for per-term incidental fees (Article 23)
- Extend the tuition waiver & access to career development services to family members of GEs (Article 23)

**E**

- Require UO to cover 100% of GE health insurance premium costs (currently 95% for those with GE appointments year-round & 80% for those without an appointment over Summer) & to contribute \$110,000 (currently \$94,000) to the GTFF Health & Welfare Trust (Article 24)

**E**

- Exempt GEs with 9-month appointments from fees associated with the UO Health Center over Summer (Article 24)

**S**

- Require UO to fund a number of GE positions to serve underrepresented populations, including Family Issues (current position), LGBTQIA+ Support, Mental Health Support, International Support, Survivors Support & Non-Discrimination, & Disability Access (Article 25)

**S**

- Expand language to include exposure to inappropriate behavior as a legitimate reason for absence from work & for using sick leave (Article 29)

**E**

- Extend family & medical leave for issues related to partners & make family & medical leave paid (including parental leave) (Article 29)

**E**

- Increase the amount GEs may access from the Graduate Student Assistance Fund from \$575 to \$1,000 (Article 30)

**S**

- Extend “qualifying events” for accessing the Graduate Student Assistance Fund to partner-related issues (Article 30)

**S**

- Define the terms “Advisor,” “Supervisor,” & “Safe” as they pertain to the Collective Bargaining Agreement (Article 39)

**A**

- Require UO to provide additional contact information about GEs, namely UO & personal email addresses & office numbers (Appendix A)

**S**

- Expand protections to & interventions for GEs regarding threats to their well-being (Appendix D)

- S**
  - Introduce provisions by UO for housing, including establishing a Housing Committee, establishing 2 GE positions to support the Housing Committee, setting aside 20% of university housing as “pet-friendly,” & allowing GEs to defer their 1st rent payment until their 1st full month’s paycheck arrives (X1)
- E**
  - Introduce childcare protections, including limits on fee amounts & subsidies for non-UO childcare when waitlisted for UO childcare (X2)
- E**
  - Introduce protections against workplace bullying (X3)
- R**
  - Expand training & professional development provisions, including a training advisory committee, mandatory 4 hours of compensated employment training by UO, encouraged 6 hours of compensated training (e.g., through TEP), & a requirement that GEs be represented on committees developing curricula (X4)
- A**
  - Introduce protections against Immigrations & Customs Enforcement & reporting by university personnel of GEs’ immigration status, unless otherwise required by state or federal law (X5)
- I**
  - Require UO to uphold its commitment to DACA recipients & to provide notice of any inspections of I-9 forms by an immigration agency within 72 hours (X5)
- I**
  - Introduce travel reimbursement for International GEs, including for visa application/renewal fees, transportation to the US upon acceptance to a program, & the round-trip cost for visiting home over the Summer (X6)
- R**
  - Introduce release time for the purposes of conducting union business (X7)

**No changes have been proposed to the following elements of the Collective Bargaining Agreement:**

Articles 1, 2, 6, 7, 11, 12, 13, 14, 15, 16, 18, 20, 21, 26, 27, 28, 31, 32, 33, 34, 35, 36, 37, 38, & 40; Appendices B, C, F, & G

### **What is the GTFF?**

The Graduate Teaching Fellows Federation (GTFF) is a labor union representing over 1,400 Graduate Employees (GEs) at UO of Oregon. The GTFF is a local of the American Federation of Teachers (AFT). GEs include Graduate Teaching Fellows, Research Assistants, & other workers. These employees work during their graduate studies to provide an education for undergraduates, produce research for UO & faculty members, & more.

### **What is Bargaining?**

Every 2-3 years, the GTFF negotiates a contract with UO to determine their terms of employment, including pay, benefits, leave, job health & safety policies, ways to balance work & family, & more. The current collective bargaining agreement (CBA) is set to expire in Spring 2019. Bargaining teams from the GTFF & UO are currently negotiating their next contract. Negotiation sessions are open to all GEs & to the public.

### **What are the Ground Rules for Bargaining?**

The Graduate Teaching Fellows Federation & UO of Oregon have agreed to bargain in good faith. If you plan to attend the negotiation sessions, please read & follow the ground rules below:

- Be a respectful observer & allow the negotiations to proceed without interruption (e.g., loud conversations, disruptive behavior).
- Negotiations will be open to the public. Footage of the bargaining session will be made available to all University employees on the internet via video stream. Video of the bargaining session may not be recorded, & the stream may not be saved.

### **How Can I Keep Up-to-Date with the GTFF?**

The Graduate Teaching Fellows Federation can be found at their website ([gtff3544.net](http://gtff3544.net)) & on the following social media platforms:



[facebook.com/GTFF3544](https://facebook.com/GTFF3544)



[instagram.com/gtff3544](https://instagram.com/gtff3544)



[twitter.com/GTFF\\_3544](https://twitter.com/GTFF_3544)