

GTRF Economic Mediation Proposal Package 6/19/2019

Economic Proposals Summary of Changes

The following changes result in a total reduction of our economic package of: **\$6.4 million over three years.**

Article 22 - Salary:

9/16/2019

GE minimum salaries increased by 6% (was 6.75% 5/31)

9/16/2020

GE minimum salaries increased by 6% (was 7.75% 5/31)

9/16/2021

GE minimum salaries increased by 6% (was 8.75% 5/31)

- Remove Section 6 (twice/month pay option)

Article 24 – Health Insurance:

Section 1b:

- Move from 100% insurance premium coverage to 95%/5% during regular school year (current contract language). **Difference between 100% and 95% premium cost is \$390,000/year on our calculations.**
- Move from 100% insurance premium coverage to 95%/5% during summer term.

All other changes in Article from version exchanged 5/31/2019 remain including increasing administrative cost contribution in Section 3.

Reassert **Appendix E** with necessary changes to language to reflect premium split.

Article 19 – Summer Term:

All language remains the same from version exchanged 5/31/2019

Article 23 – Tuition Waiver:

Withdraw Section 7 (family tuition benefits)

All other language remains the same from version exchanged 5/31/2019

Article X2 – Equitable Childcare:

All language remains the same from version exchanged 5/31/2019

Articles X8 - Summer Hardship Fund & X6 International GE Travel Reimbursement
withdrawn.

New letter of Agreement on moving to a self-funded health insurance plan:

**Appendix XX
Letter of Agreement
Self-Funded Health Insurance**

The Union and University share an interest in maintaining a cost-effective health insurance plan for graduate employees.

The parties agree to direct the GTFF Health and Welfare Trust to pursue a self-funded health insurance plan to be implemented by [expiration date of contract].

New Proposal on Summer and International GE Support:

We are prepared to make all of the above economic movement and withdrawals of proposals contingent on the \$390,000/year difference between 95% and 100% premium coverage be used for targeted summer support for international GEs. We are open to what summer support for international GEs could look like. Some possibilities we are interested in pursuing are as follows: hardship fund model; need-based fellowships; GE employment; increased benefit levels over the summer.