

UO Economic Mediation Proposal Package 7/18/2019

Economic Proposals Summary of Changes

**Article 22 - Salary:**

9/16/2019

GE minimum and non-minimum salaries increased by 1.45% (was 1.25%)

9/16/2020

GE minimum and non-minimum salaries increased by 1.55% (was 1.25%)

9/16/2021

GE minimum and non-minimum salaries increased by 1.65% (was 1.25%)

In addition to the above, in September of 2019, each GE will receive a flat dollar amount of \$317.

(Exact language to mirror UO's last proposal with the above changes.)

**Article 24 – Health Insurance:**

The actual contract language would mirror previous proposals or (if not previously proposed) would be agreed upon by the parties based on the below agreed upon principles. For that reason, some of the language below does not necessarily need to be contract language but is being provided for clarification purposes. Note that with a small decrease (3%), the amounts stated in the AY 19-20 proposal represents the total amount provided to the GTFF Trust to date for academic year and summer coverage (including our payment for GEs who work over the summer and GEs who don't work over the summer but receive health care coverage).

- **AY 19-20:** The university will provide the GTFF Trust with a flat amount for each eligible GE employed each academic year term, regardless of whether the GE applies for and receives health insurance or not, of \$1,729 per GE, to be used to provide health insurance benefits to GEs during the period of time and at a benefit level agreed to by the Trust (based on past practice, would likely include the academic year and the summer).
- **Self-funded benefit plan committee proposal (to be inserted into a letter of agreement between the parties):** The parties agree to form an advisory committee to review and provide a recommendation regarding a self-funded benefit plan. The committee will be advisory to the UO's Vice President of Finance and Administration (VPFA) and the GTFF's President (President).

- The committee will be composed of six members (three UO reps and three GTFF reps). A majority of the committee representatives for each party should have experience serving on the GTFF Trust or experience in self-funded benefit plans or the provision of health insurance plans.
- Committee members agree to collaboratively, respectfully, and thoroughly review the underlying options, perspectives, and details related to self-funded benefit plan options and the interests and needs of both sides.
- The committee will start meeting on October 1, 2019 and will make a recommendation to the VPFA and President by February 15, 2020 (the Committee Term), recommending or not recommending going out to bid for a self-funded plan for the next academic year. Committee members agree to provide their availability throughout the Committee Term to the other committee members by October 15, 2019 so that at least four, one-hour meetings may be scheduled during that time period. The committee's recommendation to the VPFA and the President must be detailed enough so that the VPFA and the President can review the evaluation and understand the rationale behind the recommendation to move forward or not. The committee will have access to necessary GTFF Trust data and may consult with appropriate self-funded benefit plan experts. The UO commits to assigning a project manager to help provide administrative support to the committee.
- In order to proceed to take the recommendation out for bid and perform any necessary actuary analysis, the VPFA and the President must jointly agree to follow the recommendation of the Committee or to follow the recommendation with mutually agreed upon modifications. Either side may also reject the recommendation. The VPFA and the President may also agree to ask the committee for more information, agree to extend the Committee Term and/or agree to a recommendation with mutually acceptable modifications. Once any bid results are received, the VPFA and the President must also agree that the plan can move forward based on the actual bid results.
- Although there will be other issues that are important to the university, the GTFF understands that the university will not agree to a recommendation that: (1) does not allow the university to manage, control and administer the reserve fund; (2) does not provide for cost containment measures and appropriate risk mitigation measures (appropriate levels of stop loss insurance, reserve amounts, etc.); and (3) does not allow the university to own the underlying insurance and third-party administrator contracts.
- Although there will be other issues that are important to the GTFF, the university understands that the GTFF will not agree to a recommendation that does not allow the GTFF Trust to retain control over benefits provided to its members, within the financial limits agreed to by the parties.

**AYs 20-22:** If mutually agreed upon, the parties will implement the self-funded plan for AYs 20-21 and 21-22. The self-funded plan will be as agreed upon by the VPFA and the President. If a self-funded plan is not agreed upon, the university will provide the GTFF Trust with the AY 19-20 amount stated above in each academic year during this contract (AY20-22). If the Committee Term is extended, the AY 19-20 insurance amount will be provided until a self-funded plan is agreed upon and implemented.

**Family and Childcare support:**

Related to child care costs, the university reasserts its increase to the hardship fund for childcare costs. See Article 30, presented to the GTFF on 2/15/19. The university does not agree to GTFF's new Article X2. In support of families, UO also reasserts its LOA (Paid Parental Leave) as proposed in a package deal with its paid leave proposal (Article 29) on 6/7/2019.

**Self-funded health insurance plan:**

The Union and University share an interest in maintaining a cost-effective health insurance plan for graduate employees. The university proposes a committee on a self-funded benefits plan, as articulated more fully above.

**Fees:**

The university respectfully requests a more focused discussion regarding why the fee structure proposed by the UO is not acceptable to the GTFF. During that discussion, the UO would like to discuss how certain features of its proposal could be modified to address concerns stated at the table – increased costs in the future, potential tax liability, etc.

**New Proposal on Summer Support:**

In an effort to encourage departments to hire more GEs over the summer, the university proposes a new article. See attached X8. The purpose of this article is to remove barriers to summer hiring – mainly tuition costs – while also ensuring that those GEs who need access to summer courses can enroll. See Section 5. Based on our interactions with faculty and department heads, this program will encourage GE hiring over the summer but we would also be open to a period of review to determine the program's effectiveness.

**X4 – Training and Professional Development**

(See attached proposal)

**Article X7 Union release time**

UO reasserts its proposal on 5/3/19

*Articles withdraws by the GTFF in its last mediation proposal – Articles X8 and X6 – are being treated as withdrawn for purposes of this proposal and/or are Articles not agreed to by the UO. UO also rejects X1.*