

GTFF Economic Mediation Proposal Package 8/21/2019

Economic Proposals Summary of Changes

Salary (Article 22):

9/16/2019

GE minimum salaries increased by 4.0% (was 5.75% 8/1/19)

9/16/2020

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9/16/2021

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Health Insurance (Article 24):

Cost-sharing proposal:

- The University shall pay **95% of health insurance premium costs** for all four quarters of the academic year for all **insurance costs related to maintaining current benefit levels and for cost increases between 0% and 9.9%** based on the previous year's premium increase.
- The University shall pay **85% of health insurance premium costs** for all four quarters of the academic year **for premium cost increases between 10% and 14.9%** based on the previous year's premium increase. (note that the cost increases between 0% and 9.9% remain paid at 95% by the University)
- The University shall pay **80% of health insurance premium costs** for all four quarters of the academic year **for premium cost increases between 15% and 19.9%** based on the previous year's premium increase. (note that cost increases between 0% and 9.9% remain paid at 95%, and cost increases between 10% and 14.9% remain paid at 85% by the University)
- The University shall pay **50% of health insurance premium costs** for all four quarters of the academic year **for premium cost increases in excess of 20%** based on the previous year's premium increase. (note that cost increases between 0% and 9.9% remain paid at 95% by the University, cost increases between 10% and 14.9% remain paid at

85% by the University, and cost increases between 15% and 19.9% remain paid at 80% by the University)

- Reassert increase in insurance administrative costs to \$110,000
- Reassert **Appendix E** with necessary changes to language to reflect premium split.
- All other language in article reverts to current 2016-2019 CBA language, including the makeup of the Trust and summer 80/20% insurance split for non-employed GEs.

Fees (Articles 23 & 19):

- GEs shall be responsible for \$61.00 of fees in all four terms of the academic year.

Childcare, Parental Leave, and Hardship Fund (Articles 19, 29, and 30):

- Amend **Article 19** summer childcare proposal language to read as follows: Graduate students who wish to enroll their children in University affiliated childcare facilities during the summer term shall be considered “university affiliated” or “university student” (whichever applies) for the purposes of determining childcare costs and services if the graduate student held a GE appointment in at least one term of the previous academic year, regardless of summer employment status or if they enroll in summer credit hours.
- Increase Childcare award in Section 2 of **Article 30** to \$900
- Add language to **Article 30** to read as follows: Master’s students are eligible to receive up to two (2) awards from this fund in the course of their academic career. Doctoral students are eligible to receive up to six (6) awards from this fund in the course of their academic career.

Students who have met these limits may petition the dean of the Graduate School in writing for an exception due to extraordinary circumstances. The dean’s decision to grant such an exception is final and binding.

- Agree to University’s proposed MOU regarding frequency of childcare award presented on 8/1/2019
- Parental leave remains as proposed in **Article 29** and **LoA** from 8/1/2019

International GE Support (Articles 19 and 23):

- \$200,000 a year of additional GE hires for the summer term targeted toward international students.
- Reassert Visa application and reapplication fee reimbursement for international GEs in **Article 23**.

Summer Benefits (Article 19):

- Reassert free GE access to Counseling Center and Medical Center during summer in **Article 19**.

Release Time (Article X7)

- Amend Section 1 to read: The University shall provide the Union with ten (10) FTE releases per academic year at the start of fall term. These releases may be used by no more than four (4) individual GEs in any academic term, and the release shall cover the full extent of that GE's FTE (between 0.20 and 0.49 FTE) for that term for the purposes of conducting union business, including, but not limited to, contract administration, grievances, and participation in the governance of the Union, or its state and national affiliates.
- Section 2 language remains identical to **Article X7** proposed by GTFF on 4.26.2019

Withdrawals

- Article X1 (Housing)
- Article X2 (Equitable Childcare) – note that the summer cost parity proposal remains but is in Article 19 (Summer Term)
- Article X6 (International GE Travel)
- Article X8 (Summer Hardship Fund)