

GTFE Economic Mediation Proposal Package 9/16/2019

Economic Proposals Summary of Changes

Salary (Article 22):

9/16/2019

GE minimum salaries increased by 3.0%

GEs not at the minimum salaries increased by 1.5%

9/16/2020

GE minimum salaries increased by 3.0%

GEs not at the minimum salaries increased by 1.5%

9/16/2021

GE minimum salaries increased by 3.0%

GEs not at the minimum salaries increased by 1.5%

Health Insurance (Article 24):

Cost-sharing proposals (Two Options)

Option (1)

- Premium increases between 0 and 10% shared 95% by UO, 5% by Union.
- Premium increases above 10% shared 50% by UO, 50% by Union

Option (2)

- Premium increases between 0 and 7.9% shared 95% by UO, 5% by Union
- Premium increases between 8% and 14.9% shared 85% by UO, 15%
- Premium increases between 14.9% and 19.9% shared 80% by UO, 20% by Union
- Premium increases above 20% shared 50% by UO, 50% by University

- Administrative costs increased to \$96,820 in AY 2018-2019; \$99,724 in AY 2019-2020, \$102,716 in AY 2020-2021

- 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 student fees in Fall, Winter, and Spring terms
- GEs shall be responsible for [\\$333.00](#) of student fees in Summer term.

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

- Accept the following elements of University proposals regarding Family Support proposed on 8/21/2019: (1) changes to Article 30 regarding frequency of eligibility for the Graduate Assistance Fund clarifications, (2) increase amount for Childcare in Article 30 to \$700.00, (3) 6 weeks of paid parental leave with requirement to use sick days prior to paid leave and accept changes to sick leave accrual in Article 29.
- Amend MOU for frequency of Assistance Fund use for childcare to read: During the life of this agreement (3 years) the fund can be used up to once per academic year for children up to [ten \(10\)](#) years of age.

International GE Support (Articles 19 and 23):

- [\\$80,000](#) a year of additional GE hires for the summer term targeted toward international GEs.
- Reassert Visa application and reapplication fee reimbursement for international GEs in **Article 23**.