

UO mediation proposal 9/16/19

UO Economic Mediation Proposal Package 9/16/2019

Summary of Changes – salary increases contingent on all other changes

Notable change – fees moved to current contract language for both AY and summer

Article 22 - Salary:

9/16/2019

GE minimum and non-minimum salaries increased by 2.00% (was 1.85%)

9/16/2020

GE minimum and non-minimum salaries increased by 2.00% (was 1.85%)

9/16/2021

GE minimum and non-minimum salaries increased by 2.00% (was 1.85%)

~~In addition to the above, in September of 2019, each GE will receive a flat dollar amount of \$264 to offset the increase to fees.~~

Article 24 – Health Insurance: (same as 8/21)

Status quo language, except for Section 1b and Section 4.

For Section 4, the University will increase the administrative contribution to \$95,880 for AY 19-20, \$97,797 for AY 20-21, and \$99,753 for AY 21-22.

Section 1b. The University will make lump sum health insurance premium payments (excluding administrative costs as described in Section 5) to the GTFF Health and Welfare Trust (hereinafter referred to as the GTFF Trust) for the purchase of health insurance by the GTFF Trust.

~~The University will provide the GTFF Trust with \$1,620 per eligible GE per term. An eligible GE is employed as a GE between 0.20 and 0.49 FTE.~~ Each lump sum payment will be paid to the GTFF Trust within 30 days of receiving the list of all eligible GEs enrolled in the health insurance plan from the GTFF Benefits Administrator.

During Fall, Winter, Spring and Summer terms, for those with GE appointments, the University will contribute 95% of AY 18-19 premiums plus 3.0% to their health insurance premium costs

~~(University contributions per term at 95% level plus 3.0%: Individual GE: \$1,362.22; GE w/children: \$2,409.79; GE w/partner: \$2,858.59; and GE w/family: \$4035.01). GEs in each enrollment category (as detailed in Appendix E) will contribute an amount determined by the Trust 5% of the quarterly premium for their selected coverage. During the term of this agreement, the University shall be responsible for the dollar amounts listed above for each employee category. for 95% of premium increases only to maintain the current level of benefits. The University shall not be responsible for premium increases associated with non-negotiated expansion of current benefit levels.~~

~~Both the GTFF and the University will encourage the GTFF Trust to revise benefits to keep total premium increases below 10% whenever feasible.~~

The GTFF and the University will instruct the Trustees of the GTFF Trust that any return of premium overpayments and any premium credits received from or credited to the GTFF Trust by an insurer shall be applied in accordance with the Health and Welfare Trust Agreement.

~~For students without summer GE appointments who are eligible for insurance outlined in Section 1a above, the University will contribute 80% of AY 18-19 premiums plus 3.0% (University contributions at 80% level plus 3.0%: Individual GE: \$1,147.13; GE w/children: \$2,029.29; GE w/partner: \$2,407.23; and GE w/family: \$3,397.91). Students in each enrollment category (as established in Error! Reference source not found.) will contribute an amount determined by the Trust.~~

Article 19 – Summer Term: (same as 8/21)

Status quo, except Section 4:

Section 4. Recognizing the variability of summer course registration, employing units may take the following steps to establish summer appointments:

- a) Ask GEs to indicate interest in summer work at any time during the academic year.
- b) Issue a “tentative summer offer,” if they believe work will be available during the summer, which can be made contingent on sufficient enrollment in a course or sufficient funding for non-instructional work.

~~Tentative summer offers can be rescinded without penalty up to four weeks prior to the start of the summer session in which the work is scheduled to commence. If a tentative offer is rescinded later than four weeks prior to the start of the summer session in which the work is~~

~~scheduled to commence, the GE will be entitled to a payment of \$300.00 in consideration of work performed preparing for the assignment.~~

Except in extraordinary circumstances, offers of summer appointment shall be issued no later than one week prior to the start of the summer session in which the work is scheduled to commence. The rescission of ~~accepted~~ offers of summer appointment is governed by Error! Reference source not found..

Family support provisions:

Article 30 – Graduate Student Assistance Fund (same as 8/21)

- Add language to Article 30 to read as follows: “The Graduate School is responsible for establishing the process for awarding money from the fund. As of the publication of this collective bargaining agreement, the Graduate School awards funds 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. Please check with the Graduate School to determine the current award parameters.”
- UO previously raised amount in Section 2 for Childcare from \$575 to \$700. UO reasserts this increase.
- UO reasserts proposal from 8/1/19 to create MOU to allow additional use of the hardship fund for childcare.
 - MOU to state that during life of this agreement (3 years) the fund could be used up to once per academic year for children up to five years of age.
 - MOU to sunset at end of CBA (2022)
- Paid parental leave as proposed in **Articles 29** and the **LoA** by the university on 7.18.19 (6 weeks)
- The above, in addition to paid parental leave, represents the UO’s commitment to family support. UO does not accept the other family support provisions outlined in the GTFF’s proposal.

Proposal on Summer, International GE Support, and fees: (change to A23)

- Reassert Article X – Summer GE Positions, presented by UO on 7/18/19, which is a process designed to increase GE support over the summer. (same as 8/21)

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- UO is offering the summer support provided for in Article X; it does not accept the \$100,000/year fund (same as 8/21)
- Article 23 – Current contract language except Section 4:
 - **Section 4.** In the administration of the above policy, GEs shall be required, as a term or condition of employment, to enroll for and ~~maintain complete~~ a minimum of nine (9) graduate credit hours toward the degree throughout the term but shall not be required to exceed that minimum. Notwithstanding this requirement, a GE's minimum workload may be subject to reasonable accommodations as provided by the Accessible Education Center, which may consult with the Graduate School and GE's program, as appropriate. Nothing in this contract will preclude an academic advisor from recommending additional hours as appropriate for the student's academic program.
 - ~~status quo on Section 6, no Section 7. Otherwise as proposed by University on 1/18/19, with change to Section 2:~~
 - ~~AY: GEs responsible for \$325 for fees per term, salary increased by \$264.~~