

GTFF Bargaining Summary and Look Ahead – May 8th, 2014

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The bargaining session on Wednesday, May 7th was quick and to the point: both sides shared their proposals, a few questions were asked and one article was even TA'd. So let's keep with that idea.

Administration Proposals:

- A counter to Article 9 in which they offered to provide Fraction Calculation Sheets to all departments to be available to use as sort of a “trial run” of implementing them.
- A counter to Article 10 in which they reworded their proposal to make it clear that GTFs being asked to keep their work spaces tidy is not intended to add additional work to a GTFs FTE-related time allocation.
 - The GTFF offered a small change to the language offered by the Administration and the article was TA'd after a caucus.
 - GTFs now have the formal right to request kitchen facilities, have guaranteed access to the internet if their jobs require it, will have their work spaces cleaned on the same schedule that other spaces are cleaned, and are guaranteed alternate work spaces if theirs become unavailable for any reason. Woo-woo!

GTFF Proposals (all financial):

- Agreed to language to divorce hiring decisions from costs of benefits, but continued to push for new GTFs to know funding offers are not binding
- Happily accepted the Administration's language to remove one half of the summer sandwich – allowing GTFs to receive summer tuition waivers if they worked 2 terms during the preceding academic year, without also needing to have an expectation to work the following year as well.
- Continued to push for getting rid of layoffs. Why?
 - Layoffs are rare but are very severe for GTFs—introducing extreme financial hardship.
 - Keeping GTFs employed does not cost the University much money and GTFs who would have been laid off but are not would still do work for the University—no free money.
- Stuck hard to a 5.5% raise in the next two years as demanded by its membership
- Gave ground by moving back from \$0 in fees and instead offered a flat fee of \$31/quarter plus the current, complicated summer fee structure.
- Continued to push for paid leave
- Healthcare:
 - Continued to reject a cap on insurance premium increases
 - Proposed language to keep the current premium payments fixed at 95% by University and 5% by GTFs, but with the explicit requirement that major expansions in healthcare benefits must be bargained for at the table
 - Reasserted its desire to add major dental coverage and double vision coverage for its members

The GTFF was excited to see positive movement on non-financial proposals from the Administration. It hopes the forward movement the GTFF has continued to make on the financial package will be met with movement by the Administration during the next session on **Friday, May 9th at 3pm (not 2pm!) in Fenton 110**. The GTFF bargaining team was encouraged by the demeanor at the table by the Administration's team on Wednesday the 7th, as we believe it is a direct reflection of the impact that GTFF rallies and actions—and our recent media presence—has had on the Administration. A large GTF turn out at this next session is very important to continue to pressure the Administration to bring bargaining to a close before the last currently scheduled bargaining session next Thursday.