

## Summary of Tentative Agreements

Financial Package: **5% raise to minimum salary in year 1** (retroactive for fall 2014) **& 5% in year 2**

1. **New Open-face Summer Sandwich** (receive summer tuition waiver for 2 terms work in prior year)
2. Keep \$61 cap on student fees
3. Keep 95%-5% split in insurance premiums
4. New Absences Protections in CBA:
  - Can chose to flex FTE into different quarters to avoid unpaid leave, dept coordinates fair compensation for replacements, grad school helps with equity across departments
  - Establish access to **Graduate Student Hardship Fund**
    - \$50 per grad goes into fund (e.g. around **150K**), up to **1/3 rollover** each year (e.g. 50K),
    - equal access between GTF and non-GTFs,
    - **can grieve process of denials**

New internal university agreement [not in CBA]:

Agreement between University President, Graduate School, and Graduate Assistance Fund Committee

1. **Majority grad run fund committee**: 2 GTFFF reps, 2 non-GTFs elected by grad student body, 1 faculty rep appointed by Grad Council, 1 designee from UO President, 1 rep from Grad School.
2. Committee's agreement **may not be changed except by mutual agreement** of all parties (Fund Committee has veto power to changes in agreement)
3. **\$1500 for parental leave, \$1000 for medical** (can be used for more than just income replacement)
4. Maximum access to fund **3 times for Masters**, and **8 times for Doctoral** students
5. Funds are for financial hardship, which includes loss of income due to parental or medical leave

In CBA, Non-Financial Package

1. **No GTF layoffs due to low course enrollment**, contracts more binding
2. Board of Trustees or designee ratify the CBA (& next round of bargaining begins a few weeks earlier)
3. **New non-discrimination language** added & now grievable: color, HIV anti-body status, domestic partner status, familial status including parental status, pregnancy, veteran status.
4. **Workload Allocation Forms recommended to all depts** – can sign agreement with supervisor detailing time use expected by both parties for a GTF's appointment & review during/after term
5. **Improved workspace cleaning schedules & expectations** for work time spent cleaning
6. **Guaranteed access to internet** in workspace (wifi not guaranteed, but GTFFF rep on committee)
7. **Guaranteed access to kitchen facilities** where faculty/admin/staff have them
8. **Can refuse to work in unsafe spaces & alternate workspace** must be available if needed
9. GTFs absent for 10 consecutive days could be counted as resigning. Before that, University must do a bunch of things, including contacting the Union for help reaching the student
10. Cost of benefits/**tuition waiver not a factor in hiring** decisions
11. GTFs laid off after 1<sup>st</sup> day of appointment period get tuition waiver. Laid off GTFs who turn down reappointments elsewhere lose tuition waiver
12. Union and Individual grievance timelines more consistent, 45 days for Step 1 for both
13. Only 75 copies of CBA paid to be printed by UO (previously 200)
14. University can do state or nationwide criminal background checks on some GTFs, as they could under the state law
15. University can drug test individual GTFs if supervisor suspects they are under the influence while on the job, as they could under the state law