

Paid Sick Leave:

Our bargaining team convinced the University of Oregon to sign off on a policy stating that **graduate employees will be granted the right to take off whole days when they are sick**, as opposed to portions of days, and this new policy had been ratified by the GTFF. This decision allows the UO graduate employee sick leave policy to be simple and streamlined, so that when graduate employees are sick they are able to take the time they need to care for themselves and prevent sicknesses from spreading. In order to account for the hours worked by a graduate employee throughout the year, the GTFF and the University's bargaining team agreed that **each graduate employee will accrue two sick days a term and one additional day during the first term of the year**. We are now able to bank up to 10 days (2 work weeks!) of paid sick leave. Graduate employees who work as **substitutes will also be paid time and a half for their efforts**, which will work to ensure that undergraduate student's education is not disrupted when their graduate instructors are sick. Finally, the GTFF and the university mutually agreed that **graduate employees will be able to use their paid sick days in combination with the Graduate Student Assistance Fund** that the GTFF and the University instituted last bargaining cycle. This is an amazing development, as it means that graduate employees who are becoming parents will be able to follow their use of the Graduate Student Assistance Fund by using sick leave days, if necessary. Put another way, if you decide to grow your family by bringing a new child into your life, you can use the Graduate Assistance Fund without using all of their sick days first, so you can save sick days for use if/when you need to when you return to work with a new child at home. Additionally, if a graduate employee experiences a medical emergency they can use the Graduate Assistance Fund following their use of accrued sick days.