

Bargaining FAQs

1. What’s happened so far?

Teams exchanged proposals and met publically starting in November 2018. In April 2019 GTFF called for mediation and continued to bargain over the summer. In September 2019, GTFF declared impasse, starting off a legal timeline for next steps. On Thursday, October 3, teams exchanged “last best final” offers, but will continue to negotiate. We are now in the “cooling off” period. The “cooling off” period ends November 3. The employer’s team Then has the right to impose a contract, meaning that we work under that contract, we have the right to strike. We are still bargaining with the university; however, if the university does not settle a fair contract with us soon, we will need to make the tough decision whether to go on strike to defend our hard-earned benefits, wages, and working conditions.

2. What are we asking for? What have the UO’s proposals/counters been?

	GTFF “Last Best” Offer	UO “Last Best” Offer
Wages	3.0% yearly raises to minimums all three years 1.5% minimum yearly increases to other salaries	2.5%, 2.75%, 3.0% raises to minimums 1.5% yearly increases to other salaries
Insurance	Premium increases under 10%, costs shared 95 UO / 5 GTFF Premium increases over 10% (marginal), costs shared 50 UO / 50 GTFF	1) Flat rate 2) Low marginal increases with no UO support over 5%
Fees	\$61 regular year \$333 summer	\$61 regular year 65% summer
Family Leave	6 weeks paid	6 weeks paid
Childcare	\$700 / year assistance up to 9 years old	\$700 / year assistance up to 7 years old
International GE Support	Visa application and reapplication reimbursement	N/A

Summer Jobs	One year pilot non-tuition waiver summer jobs program with protections and clear sunset clause	Non-tuition or fee remission summer jobs program with no protections or sunset clause
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You can check out the 2018-19 Bargaining tab on the GTFF website (gtff3544.net) as well as the Bargaining Blog for more specifics regarding each of the GTFF’s proposals and a summary description of our RAISE platform.

3. What is mediation?

Mediation brings in a third-party mediator from the state Employment Relations Board (ERB) to facilitate bargaining between us and the UO.

4. What is “impasse”?

After 15 days of mediation, either side and/or the mediator can decide that no further progress toward settlement can be made through mediation. Declaring “impasse” calls a halt to bargaining and both sides have seven days to submit their “last best offer.” After this offer begins a 30-day “cooling-off” period. At the end of that period, UO can impose its new contract and we, as GEs, can withhold our labor if we do not agree to that contract.

Talking to Students about Bargaining

Your undergrads can help support our efforts to put pressure on the university. Take a couple minutes before or after your class, lab, or discussion section to talk about bargaining and what they should know about the GTFF! Here are a few suggestions for starting that conversation.

- You are definitely allowed to talk about the union and our bargaining efforts to your undergrads (so long as it isn’t during work time)! As long as your sharing of union information doesn’t distract from your class, you are in the clear. Be careful though about doing this during class time, since that could be grounds for discipline if you’re using work time to talk union with students – to be safe, do this before or after class time.
- Wear your union gear! Your t-shirt, your buttons, your beanie—whatever you have. The more represented the GTFF is in your apparel, the more likely students are to ask you about it—an easy way to start that conversation.
 - If they really like your swag, the GTFF office has some buttons specifically designed for undergrad allies—share those with your invested students!
- The university will likely try to frame this as a question of tuition increases, trying to pit your undergrads against us (the “greedy grad students”). Let your students know that we’re simply asking for a living wage and health care and remind them

that all university administrator and faculty salaries are available to the public. Share with them what a typical (and very busy!) day looks like for you!

- If your undergrads want to know how they can help, great! You can encourage them to:
 - Post on social media using the #GradsRAISEUO and #thankyourGE hashtags
 - Write “Letters to the Editor” of the Daily Emerald and other local publications in support of GEs
 - Roll out to GTFF informational pickets, work-ins, and other public GTFF events

Talking to Faculty about Bargaining

Faculty can be another great resource for solidarity and support as we put pressure on the university. Here are a few suggestions and caveats about starting that conversation.

- GE labor helps faculty and instruction overall. They know this, you know this—make it clear that GES are asking to be treated as the employees (junior colleagues) that we are!
- The faculty union (UAUO) starts bargaining this year, and they may face a similar situation—let them know that GTFF stands in solidarity with them!
- Department heads are considered “managers,” and shouldn’t discuss bargaining with you because they can be seen as representatives of the university. Other folks? Chat with them!
- If faculty want to know how they can help, great! You can encourage them to:
 - Communicate with other faculty and administrators on campus in support of GE bargaining
 - Write letters to the editor of local newspapers in support of GE bargaining
 - Post on social media using the #GradsRAISEUO and #thankyourGE hashtags
 - Roll out to GTFF informational pickets, work-ins, and other public GTFF events