

Salary Package Proposal

Articles 19, 23, and Appendix E remain bundled with Article 22 and 24 as a single economic counter and the University reasserts the versions presented by the University on 1/18/19 and 4/5/19.

Article 22:

9/16/2019

GE minimum stipends increased by 1.0%, then increased by \$500 (an amount directly tied to changes to the health insurance and fee structure for AY 19/20)

All GEs with salaries above the minimums will have their salaries increased by 1.0%, then increased by a flat amount of \$500, which is an amount directly tied to changes to the health insurance and fee structure for AY 19/20.

(The \$500 represents \$264 salary increase due to changes in fees (proposal unchanged from 1/18) plus \$236 salary increase from health insurance shift (was \$432).)

9/16/2020

All GEs stipends increased by 1.15%.

9/16/2021

All GEs stipends increased by 1.25%.

Article 24:

Same as proposal on 1/18/19 except Section 1b is changed to:

**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 \$1,545 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 their health insurance premium costs. GEs in each enrollment category (as detailed in Appendix E) will contribute 5% of the quarterly premium for their selected coverage. During the term of this agreement, the University shall be responsible 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 premiums. Students in each enrollment category (as established in **Error! Reference source not found.**) will contribute 20% of the quarterly premium for their selected coverage.~~