

GTFF Economic Mediation Proposal Package 8/1/2019

Economic Proposals Summary of Changes

**Article 22 - Salary:**

9/16/2019

GE minimum salaries increased by 5.75% (was 6.00% 6/19/19)

9/16/2020

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9/16/2021

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**Article 24 – Health Insurance:**

Cost-sharing proposal:

- The University shall pay **100% of health insurance premium costs** for all four quarters of the academic year for all **insurance costs related to maintaining current benefit levels and for cost increases between 0% and 9.9%** based on the average premium increase over the preceding three years.
- The University shall pay **95% of health insurance premium costs** for all four quarters of the academic year **for premium cost increases between 10% and 14.9%** based on the average premium cost increase over the preceding three years. (note that the cost increases between 0% and 9.9% remain paid at 100% by the University)
- The University shall pay **90% of health insurance premium costs** for all four quarters of the academic year **for premium cost increases between 15% and 19.9%** based on the average premium cost increase over the preceding three years. (note that cost increases between 0% and 9.9% remain paid at 100%, and cost increases between 10% and 14.9% remain paid at 95% by the University)
- The University shall pay **85% of health insurance premium costs** for all four quarters of the academic year **for premium cost increases in excess of 20%** based on the average premium cost increase over the preceding three years. (note that cost increases between 0% and 9.9% remain paid at 100%, cost increases between 10% and 14.9% remain paid

at 95% by the University, and cost increases between 15% and 19.9% remain paid at 90% by the University)

- Reassert increasing administrative cost contribution in Section 3.
- Reassert **Appendix E** with necessary changes to language to reflect premium split.

#### **Article 23 – Tuition Waiver:**

- Reassert version as described in GTFF Economic Mediation Proposal Package 6/19/2019 (includes \$0 in fees during regular academic year and Visa fee reimbursement for international GEs)
- We are open to discussing the fees issue as requested in UO Economic Proposal Package 7/18/19

#### **Article 19 – Summer Term:**

- Reassert removal of summer fees
- Alter summer childcare proposal language to read as follows: “[Graduate students who wish to enroll their children in University affiliated childcare facilities during the summer term shall be considered “university affiliated” or “university student” \(whichever applies\) for the purposes of determining childcare costs and services if the graduate student held a GE appointment in at least one term of the previous academic year, regardless of summer employment status or if they enroll in summer credit hours](#)”
- Reassert free GE access to Counseling Center and Medical Center during summer

#### **Proposal on Summer and International GE Support:**

- We appreciate the university’s efforts to meet our interests in summer funding for GEs. However, we are not prepared to accept language that does not constitute a concrete improvement in benefits containing new money in the contract.
- As such, we are reducing our demand for summer funding from **\$390,000** from 6/18/19 to **\$200,000/year** to reflect the changes in our package regarding insurance. We remain open to discussing how this amount of money could be used to support GEs over the summer, and are prepared to focus it on international GEs rather than the whole bargaining unit.

#### **Article X1 – Housing**

- Withdrawal of proposal regarding housing committee and report.
- Reassert proposal for first month’s rent deferral for GEs in University controlled housing.

### **Article X7 – Release Time**

As we do not believe the most recent proposal meets our interests, we request a discussion of release time in order to gain a better understanding of the University's limitations and to explore other possible options.

### **Withdrawals**

- Article X2 (Equitable Childcare) – note that the summer cost parity proposal remains but is in Article 19 (Summer Term)
- Article X6 (International GE Travel)
- Article X8 (Summer Hardship Fund)