

UO Economic Mediation Proposal Package 8/1/2019

Economic Proposals Summary of Changes

Article 22 - Salary:

9/16/2019

GE minimum and non-minimum salaries increased by 1.65% (was 1.45%)

9/16/2020

GE minimum and non-minimum salaries increased by 1.65% (was 1.55%)

9/16/2021

GE minimum and non-minimum salaries increased by 1.75% (was 1.65%)

In addition to the above, in September of 2019, each GE will receive a flat dollar amount of \$264 to offset the increase to fees.

Article 24 – Health Insurance:

Status quo language, except for Section 1b.

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 \$1,620 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 AY 18-19 premiums to their health insurance premium costs (University contributions per term at 95% level: Individual GE: \$1,322.55; GE w/children: \$2,339.61; GE w/partner: \$2,775.33; and GE w/family: \$3,917.49). GEs in each enrollment category (as detailed in Appendix E) will contribute an amount determined by the Trust 5% of the quarterly premium for their selected coverage. During the term of this agreement, the University shall be responsible for the dollar amounts listed above for each employee category. 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 AY 18-19 premiums (University contributions at 80% level: Individual GE: \$1,113.72; GE w/children: \$1,970.19; GE w/partner: \$2,337.12; and GE w/family: \$3,298.95). Students in each enrollment category (as established in **Error! Reference source not found.**) will contribute an amount determined by the Trust.~~

Article 23 – Tuition Waiver:

- As proposed by University on 1/18/19, with change to Section 2:
 - AY: GEs responsible for \$325 for fees per term, salary increased by \$264.

Article 19 – Summer Term:

Status quo, except Section 4:

Section 4. Recognizing the variability of summer course registration, employing units may take the following steps to establish summer appointments:

- a) Ask GEs to indicate interest in summer work at any time during the academic year.
- b) Issue a “tentative summer offer,” if they believe work will be available during the summer, which can be made contingent on sufficient enrollment in a course or sufficient funding for non-instructional work.

~~Tentative summer offers can be rescinded without penalty up to four weeks prior to the start of the summer session in which the work is scheduled to commence. If a tentative offer is rescinded later than four weeks prior to the start of the summer session in which the work is scheduled to commence, the GE will be entitled to a payment of \$300.00 in consideration of work performed preparing for the assignment.~~

Except in extraordinary circumstances, offers of summer appointment shall be issued no later than one week prior to the start of the summer session in which the work is scheduled to commence. The rescission of ~~accepted~~ offers of summer appointment is governed by Error! Reference source not found..

Article 30 – Graduate Student Assistance Fund

- UO previously raised amount in Section 2 for Childcare from \$575 to \$700.
- Previously could be used once during the first 18 months of child’s life/adoption.
- New proposal retains all other language of Article 30 as proposed by UO on 2/15/19, with following change:
 - MOU to state that during life of this agreement (3 years) the fund could be used up to once per academic year for children up to five years of age.
 - MOU to sunset at end of CBA (2022)

Proposal on Summer and International GE Support:

- Reassert Article X – Summer GE Positions, presented by UO on 7/18/19
- Reject \$200,000/year fund

Article X1 – Housing

- While the university recognizes that housing is an important student issue that requires collaboration with all of its students, the University reasserts its position with respect to housing, that two separate student-based committees are open to graduate students and best addressed outside the CBA.
- University notes the existence of the Jesse M. Bell loan of up to \$500 from the Graduate School (<https://gradschool.uoregon.edu/funding/special-assistance-funds/bell-loans>), which is a no interest loan available to graduate students that can help bridge the gap between housing costs and starting paychecks.

Article X7 – Release Time

We recognize the interests of the GTFF and welcome a counterproposal with regards to Article 3, Section 3 and Article X7.