
GTEF General Members Meeting



Jan. 23, 2024
6:00-8:00PM

PLC 180

GEs Deserve

DIGNITY

GMM Agenda - Jan 23, 2024

6:00 - Bargaining Team Presents
Tentative Agreement

7:00 - Q&A on the **Contract**

7:15 - 10 min break

7:25 - Open Forum

7:50 - What comes next???

Solidarity Forever + Group Photo 📸



GTEF Bargaining Platform: 2023-2024

GES Deserve

DIGNITY



DIGNITY IS...

- Economic Stability
- Health and Wellbeing
- Respect for International GEs
- Resources for Underserved Groups
- Professional Working Conditions
- Bridging the Power Gap

We prioritized transparency & participation...

- **488 GEs** responded to our Bargaining Survey &
 - **140+ GEs** signed into our Bargaining Town Halls
 - **674 GEs** signed into General Member Meetings **1423** times
 - Over **561 conversations** were logged by 80+ Member Organizers
 - GEs signed in **766 times** to 14 open bargaining sessions (42 hrs) + followed along virtually for 9 closed mediation sessions (~90 hrs)
 - We shared **live negotiation updates** on our Trello & social media
 - **~70 GEs** submitted bargaining testimony and/or feedback and all **30+** Bargaining Team meetings (~90 hrs) were open to any member
 - Members built solidarity/community in **6+ caucuses**—and a new caucus!
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Our strike threat was **member-led!**

- **498 new members** joined our union over the past year
 - Out of 1362 GEs, **1119 (82.2%)** are GTFF members
 - **1002 GEs** signed strike pledges in fall 2023
 - **1019 members** participated in our 97% “yes” Strike Authorization vote
 - Our Contract Action Team met **50+ times** to build our strike threat
 - Our Mutual Aid Committee met **15+ times** to build our strike support
 - Before TA, GEs signed up for **776 shifts**, or 1552 hours on our picket line
 - **Hundreds of members** showed up regularly for rallies, parades, pickets, walk-outs, sit-ins, work-ins, strike schools, and even a funeral!
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All of our wins were made possible by our collective actions. Our solidarity is the source of our power, as has always been the case for workers everywhere.

What we have accomplished in this contract is already transformative, but we must continue to organize and grow the power that we have been building together!

Our *Brand New* Articles!

International GE Support Article (new!)

- Visa application fees reimbursement in addition to SEVIS fee.
 - Free state and federal tax software to all international GEs.
 - New international GE **eligibility for Grad Assistance Fund** to support summer expenses.
 - New **optional training specific to international GE needs** related to U.S. workplace communication and cultural adaptation strategies.
 - Creation of workgroup to **address the auto-enrollment of international GEs** into the university's student health insurance plan.
 - Info on **UO housing opportunities and obtaining a UO mailing address** will be provided around the time offer letters are sent.
 - Protection for GEs who are unable to enter US because of immigration status, etc.
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International GE Summer Support MOU

Memorandum of Understanding: Created a new Grad Assistance Fund category for summer 2023 only to provide immediate support while we were still negotiating the new GTFF contract

- *Max award of \$500 with the capacity to re-apply for another \$500 in August if funds were still available*
-

Caregiver Support Article (new!)

- UO-subsidized child care eligibility will continue throughout summer, regardless of employment or student status, as long as the GE returns in fall.
 - Caregiver GEs now have the same access to care.com membership as other UO employee groups.
 - UO will maintain UO Care Provider Network.
 - Expanded qualifying events for the Grad Assistance Fund and increased eligibility amount of assistance for caregiving and/or childcare expenses to \$1,000
 - Other key improvements to caregivers can be found in other articles:
 - Article 10: Improved accommodations and lactation spaces
 - Article 25: Support services for families through the Division of Grad Studies
 - Article 29: 4 wks additional unpaid Family & Medical Leave (12 wks paid Paid Leave oregon + 4 wks unpaid FML can be stacked for 16 total weeks)
 - LOA on Paid Leave Oregon - GEs using Paid Leave Oregon will retain their tuition waiver eligibility
-

Expense Reimbursement Article (new!)

- All GEs will now have access to a UO One Card when paying for business travel expenses.
 - Expense reimbursements that have not been processed in a timely manner can now be formally grieved.
 - *General Principle - GEs should not be expected to front money for work-related expenses*
-

Equitable Housing Letter of Agreement (LOA)

- A joint committee (2 GTFF reps; 2 UO reps & reps from local housing organizations) will be established to research UO's impact on local housing conditions + issue a public report with recommendations within 6 months of the first committee meeting.
 - This agreement covers equitable housing issues on and near *all* UO campuses, including but not limited to the greater metropolitan regions of Eugene *and* Portland, OR.
 - New qualifying event for the Graduate Assistance Fund: “A loss of housing more than sixty (60) days prior to the end of a lease agreement or *similar housing instrument to which the GE is subject*, which requires the GE to vacate the premises within thirty (30) days.” Loss of housing be unrelated to lease violation in order to qualify.
-

LOA: Interdepartmental Funding - Part One

- UO will create a limited petition process that eligible GEs can apply to in order to receive additional GE funding support if they meet the qualifying events as outlined.
 - Only applicable for AY 2023-2024 and 2024-2025 for an award of up to one year of additional funding in the subsequent academic year
 - Awards are determined by UO
 - No more than 3 will be awarded each year*
 - Awards granted cannot be grieved

Principle: Address inconsistencies with funding policy and communication for qualifying GEs impacted prior to UO's implementation of a clear policy. The funding policy will now be communicated to incoming GEs at time of offer to prevent future misunderstandings.

LOA: Interdepartmental Funding - Part Two

Eligibility Criteria:

- Have matriculated into a doctoral program prior to Fall 2022 with a multi-year funding offer given upon admission; and
 - Have depleted their guaranteed years of funding offered at the time of admission (per official admissions offer letter) prior to the award year, and
 - Have been employed for at least one academic year outside of the home/hiring unit who made the original funding offer at the time of admission; and
 - Has received no more than 5 years of funding from the university at the time of petition; *and*
 - Satisfy all the following program related requirements:
 - In good academic standing, has advanced to candidacy, and has an approved dissertation proposal; and
 - Current academic advisor can verify that GE is on track to complete their doctoral degree within the period of the extension; and
 - Current academic advisor can verify that the total time to degree will not be more than 7 years.
-

Non-Salary Contract Wins

Summer Fees Reduction

Old Contract: 65% fees during summer

- During summer 2023, this would be \$469.989 in fees!

New Contract: \$61 fees during summer

- Same fees as the academic year (\$61) for GEs with summer appointments

We'll keep fighting for \$0 fees next bargaining cycle!

Summer Insurance Contribution Increase

- During the academic year, the GE insurance split will remain 95/5:
 - UO pays 95% of health insurance premiums
 - We pay 5% of health insurance premiums
 - Under our old contract, the summer insurance split was 80/20 for GEs without a summer term appointment:
 - UO paid 80% of health insurance premiums
 - We paid 20% of health insurance premiums
 - *This was quadruple the cost compared to the academic year!*
 - In our new contract, that summer insurance split will become 85/15!
 - UO will pay 85% of health insurance premiums
 - We will pay 15% of health insurance premiums
 - *Same improved split applies for GEs with families/dependents!*
-

Summer Term GE Improvements - Part One

- Under our old contract, summer teaching GEs had lower minimum FTEs than during the Academic Year:
 - 3 credit classes - minimum .30 FTE appointment
 - 4 or 5 credit classes - minimum .37 FTE appointment
 - Under our new contract, summer teaching GEs will have the same minimum FTEs as during the Academic Year:
 - 3 credit classes - minimum .40 FTE
 - 4 or 5 credit classes - minimum .49 FTE
-

Summer Term GE Improvements - Part Two

- GEs with summer GE appointments will receive the same salary rates, tuition and fee waivers, and the standard 95/5 cost-share for health insurance as academic year GEs
 - Tentative summer offers for teaching GEs will now include information about the required minimum student enrollment number and the date of decision for whether the course will run
 - If a summer teaching GE offer is rescinded less than 4 weeks prior to the start of the relevant summer session, GEs will be paid \$300 for the labor of preparing for the course
-

Non-Discrimination Protections (Article 8)

- New **protected categories**: Caste, citizenship, pregnancy-related conditions, (added specification), physical or mental disability, currently enlisted in armed services, expunged juvenile record, the use of any state or federally protected leave
 - Improved **protections for LGBTQIA+ GEs**:
 - UO will maintain a website with information on the process for name changes
 - Upon GE request, UO will work to update GE's current employment documentation to reflect a change in name or gender in university information systems (e.g. DuckWeb, Canvas, university email) and office name placards.
 - "Persistent, ongoing refusal or failure by supervising university employees to respect a GE's reported gendered language is prohibited under Section 1 of this article." (this is a grievable protection!)
 - "All standard personnel documents and forms related to GEs will use gender inclusive language." (Article 10)
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Family/Medical Leave & Paid Leave Oregon

- Family/Medical Leave extended by 4 weeks (from 12 to 16 wks)
 - Effective September 2023, GEs are also eligible for 12 weeks of paid leave through [Paid Leave Oregon](#)
 - Paid Leave Oregon will run concurrently with our existing Family/Medical Leave. GEs can combine PLO and FML:
 - 12 wks PLO + 4 wks FML = 16 weeks total leave
 - LOA ensures GEs on Paid Leave Oregon will have the ability to retain their tuition waiver.
-

Improvements to GE Appointments - Part One

Teaching GEs Assignments:

- Increased notice of available teaching assignments by 2 weeks (previously: 4 weeks, now: 6 weeks)
- Increased notice of actual GE course assignment by 1 week (previously: 2 weeks, now: 3 weeks)
- If you're a "lead GE", your department now must inform you at least 2 weeks prior to the start of term, in writing, how assistance from other GEs will be apportioned

Workload Allocation Forms:

- "Supervisors, in consultation with relevant GEs, will update completed workload allocation form templates to reflect workload changes due to *course enrollment changes when applicable*."
 - Workload allocation forms can help prevent overwork and make it easier to win overwork grievances!
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Improvements to GE Appointments - Part Two

General Duties and Responsibilities Statement (GDRS)

TL;DR - departments will have to make it clearer what you're getting yourself into as a GE. New info to be included in each department's GDRS:

- Selection criteria for GE appointments (AY and summer appointments)
- Info about any work GEs must complete prior to first day of classes
- Clear explanations about what counts against total years of funding
- Info detailing the GE work environment consistent with ARTICLE 10.

Pssst – did we mention you can file a grievance if your department pays you late?

GDRS Updates & Contract Ratification

***Fun Fact #1:** Hiring units are *required* to update their GDRSs within 90 days of ratification of a new Collective Bargaining Agreement to reflect any new or revised requirements of the CBA.

***Fun Fact #2:** By April 1 of each year, the University shall notify GEs on 1) of how to access the GDRS documents and 2) that GEs may submit revisions or feedback to the department by April 15.

...more on GDRS organizing later tonight!



Find your department's GDRS here! tinyurl.com/UO-GDRS-list

Health, Safety & Work Environment - Part One

- UO still won't guarantee wireless internet (the eternal wifi fight continues). However, GEs will be provided **ethernet equipment** if wifi is unavailable in a GE workspace.
 - If your GE assignment involves use of specific **software**, you will get it for free!
 - If a **certificate** is required by a hiring unit for you to complete their GE work, you must be reimbursed for certification
 - Improvements in **ADA language & process**:
 - Accommodation requests can now include masking and air quality standards.
 - Clearer timeline and expectations around accommodation process (10 days to acknowledge receipt, 14 days to initiate the non-automated interactive process)
 - "The University shall attempt to put into place workplace accommodations before the beginning of employment if advance notice is provided."
 - Accommodation requests that are denied may be grieved under ARTICLE 13
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Health, Safety & Work Environment - Part Two

- Temperature and air quality conditions now must be in compliance with OSHA
 - Access to **gender inclusive bathrooms** comparable to other employee groups; the university shall publicize the locations on their website
 - Improved conditions and protections for GEs who are **nursing**:
 - Mandatory breaks for pumping
 - Adequate space to store a pump and an insulated food container
 - Lactation spaces now must “be fully shielded from view and reasonably secured from intrusion by coworkers and the public
 - UO will publicize on its website: where lactation rooms are located, access instructions, and what amenities (e.g. refrigerator or sink) can be provided. UO will also support GEs in finding lactation rooms closer to their workspace
-

Respectful Workplace & Support Services (Article 25)

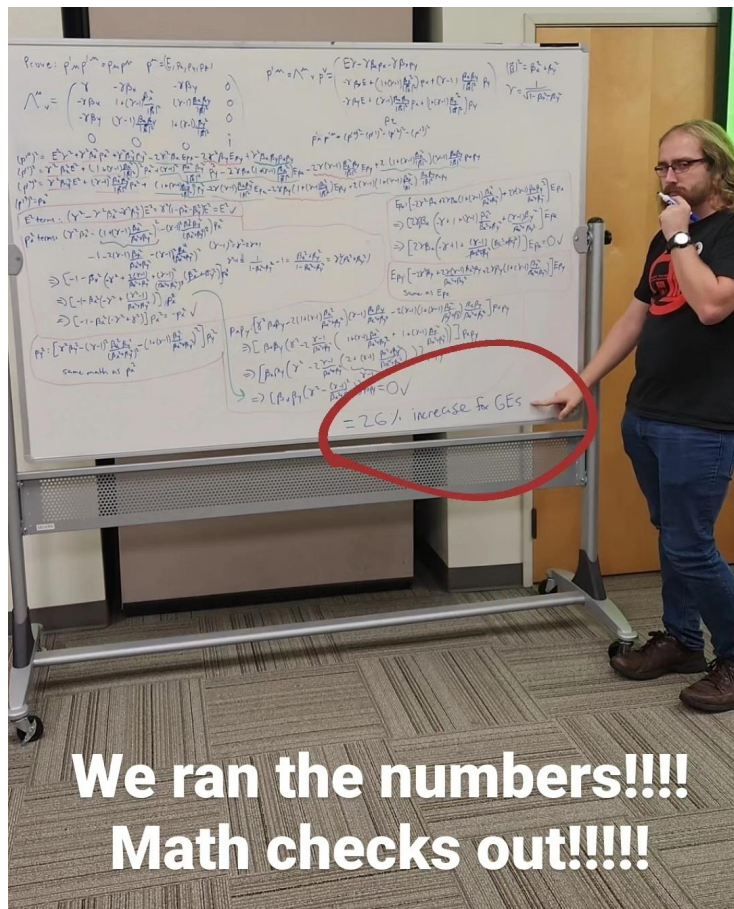
- Clearer language around what constitutes workplace bullying
- Maintained 4 support GE positions in the Graduate Division (change in job titles, better distribution of responsibilities) and the LERC GE position
 - *Division has agreed to use Workload Allocation Forms for these new positions*

New Work Protections for Holidays

- Article 29 - “GEs cannot be required to work on the following holidays observed by the university, except as necessary to maintain or operate critical facilities or operations.”
 - Article 29 - “GEs who observe religious or cultural holidays shall not be unreasonably denied time off in observation of such holidays.”
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Graduate Assistance Fund (Article 30)

- UO will replenish the Graduate Assistance Fund if it drops below \$25,000 (aka more \$\$ available!)
 - Special qualifying events and increased support amount (\$1000) for **caregiver-specific** qualifying events
 - New **qualifying events** for the Graduate Assistance Fund:
 - Death of spouse, partner, child, or parent
 - Pregnancy disability
 - International GE summer funds
 - Childcare (ages 13 or younger)
 - Unexpected loss of housing with less than 60 days notice (must be unrelated to lease violation)
-



We ran the numbers!!!!
Math checks out!!!!

Salary Wins Explained

What do these abbreviations mean?

- **"Min GE Salary"** = the minimum rates at which the UO can pay GEs. In our prior contracts, there has been a different minimum rate for GE 1, GE 2, & GE 3 levels
- Some programs pay GEs **above the minimum rates**:
 - Before 2019, GTFF only negotiated over minimums
 - In 2019, we won annual raises of 3% to the min and 1.4% for GEs above-the-min (first ATB raise!)
 - In 2023, we started referring to raises for GEs above the minimum as "across-the-board" (ATB) raises
- **FTE** = "Full Time Equivalent", or the percent of a 40-hour week for which GEs are paid (0.20-0.49)
- For decades, the minimum FTE has been 0.20 FTE. In our new contract, the **new minimum FTE will be increased to 0.25** by Fall 2024.

CURRENT MONTHLY SALARY (MINIMUMS)

FTE	Level I	Level II	Level III
0.20 FTE	\$789.48	\$891.88	\$941.73
0.25 FTE	\$986.84	\$1,114.84	\$1,177.17
0.30 FTE	\$1,184.21	\$1,337.81	\$1,412.60
0.35 FTE	\$1,381.58	\$1,560.78	\$1,648.03
0.40 FTE	\$1,578.95	\$1,783.75	\$1,883.47
0.45 FTE	\$1,776.32	\$2,006.72	\$2,118.90
0.49 FTE	\$1,934.21	\$2,185.09	\$2,307.25

How to check if you're at or above minimum rates

1. DuckWeb
2. Student Menu
3. Notice of GE Appointments
4. Current appointment



NOTICE OF GE APPOINTMENT

Student Name: Benjamin Mannix

Date: July

Department: CAS Physics

GE Level: III

Annual Rate: \$ 49,344.00

Appointment Date: 09/16/23-12/15/23

Assignment: Research

Monthly Salary: Fall \$ 2,193.07

Winter \$.00

Spring \$.00

Summer \$.00

FTE: Fall 0.400

Winter 0.000

Spring 0.000

Summer 0.000

COMPARE TO:

CURRENT MONTHLY SALARY (MINIMUMS)			
FTE	Level I	Level II	Level III
0.20 FTE	\$789.48	\$891.88	\$941.73
0.25 FTE	\$986.84	\$1,114.84	\$1,177.17
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Minimums Already Increased in 2023! Insurance Kickback

- In 2019, we won language (Article 24) that says if our Trust keeps insurance costs low, part of the money we save goes back into minimum GE salary rates
- Our **Health & Welfare Trust** negotiated an excellent insurance renewal package in 2023, creating an “insurance kickback” of 1.475% to the minimum GE rate
- This **1.475% raise has already increased min GE rates**, retroactive to September 2023. Our new contract raises will be applied on top of the kickback!

2022-23 MONTHLY SALARY (MINIMUMS)

FTE	Level I	Level II	Level III
0.20 FTE	\$778.00	\$878.91	\$928.04
0.25 FTE	\$972.50	\$1,098.64	\$1,160.06
0.30 FTE	\$1,167.00	\$1,318.37	\$1,392.07
0.35 FTE	\$1,361.50	\$1,538.09	\$1,624.08
0.40 FTE	\$1,556.00	\$1,757.82	\$1,856.09
0.45 FTE	\$1,750.50	\$1,977.55	\$2,088.10
0.49 FTE	\$1,906.10	\$2,153.33	\$2,273.71

Minimum
rates
before
1.475%
kickback

CURRENT MONTHLY SALARY (MINIMUMS)

FTE	Level I	Level II	Level III
0.20 FTE	\$789.48	\$891.88	\$941.73
0.25 FTE	\$986.84	\$1,114.84	\$1,177.17
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Minimum
rates after
1.475%
kickback

Our Tentative Agreement - Article 22 (Jan 15)

“New Model” for GE Minimum Salaries

Section 2. *Across the Board Salary Increases* as outlined below:

Across the Board (ATB)	Year 1	Year 2	Year 3
Current 1.0 FTE rates below \$50K for a 9-month contract	10%	4%	4%
Current 1.0 FTE rates above \$50K for a 9-month contract **	4%		

** 1.0 FTE rates above \$50K for a 9-month contract is equivalent of a 0.5 FTE one term salary below \$8,333.

Section 3. *Salary Minimums* increases as outlined below:

GE Level	Year 1	Year 2	Year 3
GE III	10.5%	5%	5%
GE II	[16.68%]*		
GE I	[31.81%]*		

*The GE I and GE II salary rate minimum shall be set to the same as the GE III salary rate minimum.

Year 1 brings GE 1, GE 2, & GE 3 to a **single minimum rate**. Front-loading Year 1 creates greater cumulative values in Years 2 and 3.

Most GEs whose departments pay **above the minimum** rate fall here

This cut keeps the highest GE salaries below post-docs in year 1 (**protects Knight Campus GE jobs**)

GEs **at the minimum** get raises based on GE level

Why restructure GE pay levels to a single minimum rate?

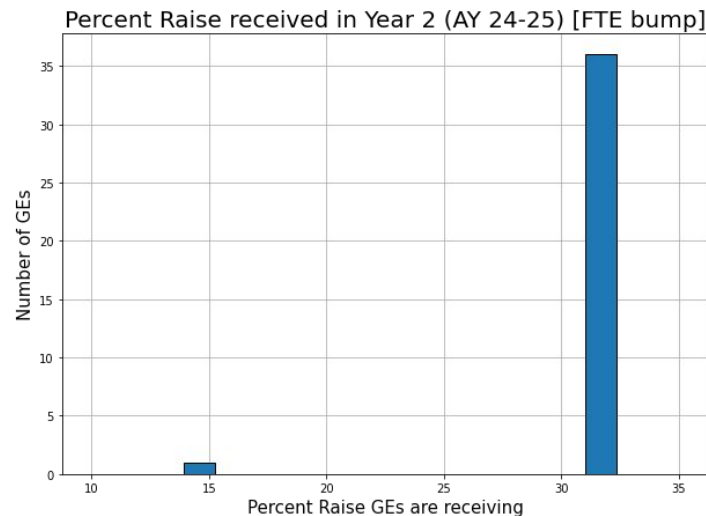
- Under the restructuring, all future GEs will make significantly more money over the length of their entire programs than they would have under the old model.
- Higher, more consistent salary from the start means more GEs will be able to access graduate degrees from a more diverse range of backgrounds.

Restructuring will be especially impactful for GE 1s with dependents and international GE 1s with visas that limit their ability to earn income off campus.

- If we had continued to increase all GE levels by the same percent, the significant pay gap would have continued to widen between GE 1s & GE 3s (who often do the same work). Closing the pay gap creates greater equity across our unit.
 - It was mutually beneficial. UO's investment in restructuring helped us get a lot more money into the contract than we think we could have otherwise.
-

Restructuring Dramatically Raises the Floor of our Unit

- Our goal was to build towards a living wage for all GEs. To do that, we needed to “raise the floor” of our unit (the lowest paid GEs).
- The GE 1 minimum rate and 0.20 FTE minimum set the current “floor”. To raise those floors, we **equalized minimum GE pay across levels (Year 1) + raised the minimum FTE from 0.20 to 0.25 (Year 2)**
- **Floor Raise in \$:** Currently, GE 1s at 0.20 FTE can be paid as little as \$789.48/mo. By year 3 of our new contract, the lowest pay for any GE (0.25 FTE) will be raised to \$1,434.10/mo.



Graph: In year 2, some of the lowest paid GEs will get more than a 30% raise because their FTEs will increase from 0.20 to 0.25 FTE!

Our Tentative Agreement - Article 22 (Jan 15)

GE Minimum Salary: Cumulative Raises

Section 3. *Salary Minimums* increases as outlined below:

GE Level	Year 1	Year 2	Year 3
GE III	10.5%	5%	5%
GE II	[16.68%]*		
GE I	[31.81%]*		

*The GE I and GE II salary rate minimum shall be set to the same as the GE III salary rate minimum.

3-Year Cumulative

GE 3: 21.8%

GE 2: 28.6%

GE 1: 45.3%

The above raises do not include the 1.45% insurance kickback to the minimums, which increases the cumulative value in all years. For example, if we include the additional 1.45% raise in year 1, GE 3s at the min actually receive the following raises:

Year 1: +1.45% +10.5% = **12.1% cumulative**

Year 2: +5% = **17.7% cumulative**

Year 3: +5% = **23.6% cumulative**

Our Tentative Agreement - Article 22 (Jan 15)

GE Minimum Salary: Raises in Dollars

Current GE Level (Raise - Year)	Current Minimum Rate (0.49 FTE)	Year 1 (2023-2024) GE 1 - 31.81% GE 2 - 16.68% GE 3 - 10.50%	Year 2 (2024-2025) 5%	Year (2025-2026) 5%
GE 1 31.81% - Year 1 5% - Years 2 & 3	\$1934	\$2549 (+615/mo)	\$2676 (+127/mo)	\$2810 (+134/mo)
GE 2 16.68% - Year 1 5% - Years 2 & 3	\$2185	\$2549 (+364/mo)	\$2676 (+127/mo)	\$2810 (+134/mo)
GE 3 10.50% - Year 1 5% - Years 2 & 3	\$2307	\$2549 (+242/mo)	\$2676 (+127/mo)	\$2810 (+134/mo)

Raises Retroactive to September 2023

GE Minimum Salary: Fall Backpay in Dollars

Current GE Level (Year 1 Raises)	Current Minimum Rate (0.49 FTE)	Fall 2023 Backpay Value in Dollars \$
GE 1 31.81%	\$1934	\$2152.50
GE 2 16.68%	\$2185	\$1274
GE 3 10.5%	\$2307	\$847

***Excludes retroactive 1.45% kickback already applied to Dec paychecks for GEs at the new min*

Our Tentative Agreement - Article 22 (Jan 15)

Across-the-Board: Cumulative Raises

Section 2. *Across the Board Salary Increases* as outlined below:

Most GEs
above min

Knight →
Campus

Across the Board (ATB)	Year 1	Year 2	Year 3	Cumulative
Current 1.0 FTE rates below \$50K for a 9-month contract	10%	4%	4%	19.0%
Current 1.0 FTE rates above \$50K for a 9-month contract **	4%			12.5%

** 1.0 FTE rates above \$50K for a 9-month contract is equivalent of a 0.5 FTE one term salary below \$8,333.

→ Programs that already pay GEs above the minimum salary rates are likely to continue giving additional raises outside of the contract.

→ Departments can choose to pay GE levels at different rates above the minimum.

GTFF Salary Calculator - Article 22 TA

Across-the-Board: Dollar Raises & Backpay

If you're above the minimum GE salary, enter your pay rate and FTE into our **Salary Calculator** to see your monthly raise in dollars!

For approximate Fall 2023 backpay, find the difference between your new term salary and your current term salary.

[Calculator by Abhijeet Melkani](#)



tinyurl.com/gtff-salary-calculator-2024

Comparing Our Salary Wins to Other Unions

Oregon (GTFF): 19 to 45% over 3 years

- Unit Size: 1362
- # of Strikers: 1000+ (based on pledges)
- Strike Length: 0 Days

Temple (TUGSA): 30 to 40% over 4 years

- Unit Size: 700
- # of Strikers: 350
- Strike Length: 42 Days (6 wks)

Rutgers (AAUP): 33 to 44% over 4 years

- Unit Size: 19,000 (system)
- # of Strikers: 9,000
- Strike Length: 5 Days

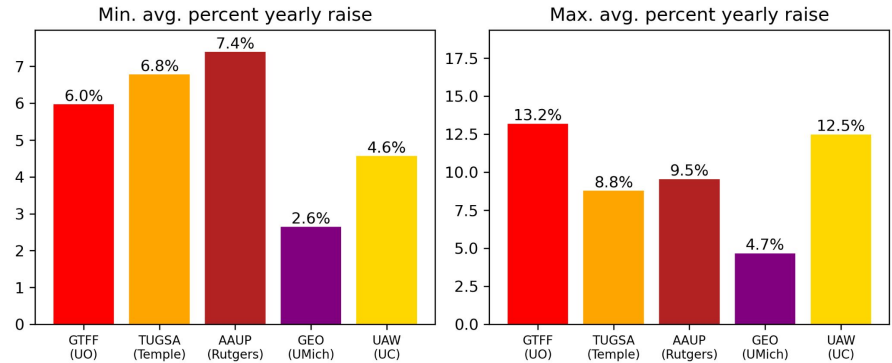
Michigan (GEO): 11 to 20% over 4 years

- Unit Size: 2,300 (system)
- # of Strikers: 2,200
- Strike Length: 146 Days (5 months)

UC System (UAW): 25 to 80% over 5 years

- Unit Size: 64,000 (system)
- # of Strikers: 48,000
- Strike Length: 42 Days (6 weeks)

Average Yearly Raises



*Note: GTFF is the only 3-year contract listed here!
All others show cumulative values over 4-5 years.*

Quick Note about GTFF Dues

- Because of our amazing salary wins the dues collected by the GTFF will increase.
- The current dues structure:
 - 2.1% for members with a monthly salary of less than \$1,111
 - 2.2% for members with a monthly salary between \$1,111 and \$1,945
 - 2.3% for members with a monthly salary of greater than \$1,945
- The new minimum salary at .4FTE will put a GE in the 2.3% category
- We are going to reevaluate the dues rates and structure

Q&A about the contract!

- 2 in the room, 2 on zoom
 - Did we run out of time but you still have questions?
 - Talk to your stewards!
 - #ask-away Slack channel
 - Email us: gtff3544.net/about/leadership/executive-board
-



Instagram:
@GTFF3544

10 Minute Break



Twitter:
@GTFF_3544

UO WORKS

**BECAUSE WE
DO!**

Open Forum (25 min)

- Questions/Comments/Concerns? This is the place to share them with your fellow workers!
 - 2 in-person and 2 on zoom
 - Did we run out of time but you still have something you want to say?
 - Talk to your stewards!
 - #ask-away Slack channel
 - eboard emails @
<https://gtff3544.net/about/leadership/executive-board/>
-

A Choice to Make:

**Do we go dormant
while the
university works
24/7 to expand
their power?**

OR

**Do we continue
alongside our allies
across the nation to
crack open higher ed
for all by organizing
our departments, our
peers, and our allies to
expand the power of
workers at the
University of Oregon?**

We were never organizing for just one contract.

We are organizing to win higher education that works for everyone – and contracts are just one part of how we do that.

What other tools do we have?

We organize both internally...

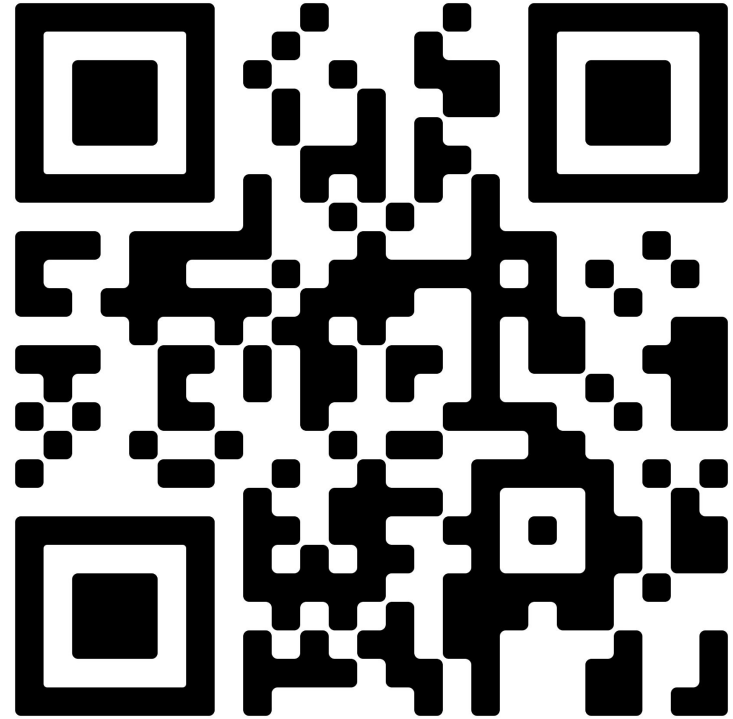
- 1. General Duties and Responsibilities Statement – your department level contract**
 - 2. Go on offense to run our shop floors: “*if we do/don’t do _____, the GEs will make our working lives so miserable via collective action. We better do/not do _____.*”**
-
-

If this strategy of labor power resonates...

Come to our Organizing and Strategy Meeting of the Executive Council on January 30th from 6-7:30 in the **GTEF office and on Zoom!**

Lead Stewards Presence and Rhoda will help us all plan empowering, sustainable department level organizing.

RSVP Here!



And we organize externally!



**Organizing doesn't stop
when we win a historic
contract!**

Solidarity Forever!


(yes, it is time to sing)

When the union's inspiration
through the workers' blood shall run,


There can be no power greater
anywhere beneath the sun.

Yet what force on Earth is weaker
than the feeble strength of one?

For the Union makes us strong!



Solidarity forever,
Solidarity forever,
Solidarity forever,
For the Union makes us strong!




They have taken untold billions
that they never toiled to earn.


But without our brain and muscle,
not a single wheel can turn.

We can break their haughty power,
gain our freedom when we learn

That the Union makes us strong!



Solidarity forever,
Solidarity forever,
Solidarity forever,
For the Union makes us strong!




We run discussion sections
and do research all day long,


Doing lab work, grading essays
from the evening until dawn.

If they say we're only students,
then we'll teach them that they're wrong,

For the Union makes us strong!



Solidarity forever,
Solidarity forever,
Solidarity forever,
For the Union makes us strong!




It is we who grade the papers
and prepare the syllabus,


We hold office hours daily,
give advice that you can trust.

Just imagine taking finals
without help from all of us

For the union makes us strong!



Solidarity forever,
Solidarity forever,
Solidarity forever,
For the Union makes us strong!





GTEFF Forever and Ever!

