

TENTATIVE AGREEMENT – December 2, 2022

Georgetown University's Response to GAGE-AFT's December 2, 2022 Proposal

In response to GAGE-AFT's proposal presented on October 14, the University wishes to confirm that it is making good progress on the requested enhancements to the Graduate Student Housing page, which lives on the Off-Campus Housing (OCH) website. As noted below, some of the requested enhancements are existing features on the website, while others will be added:

- new: expanding the housing-search area to a 25-mile radius from Georgetown's main campus;
- existing: utility coverage and price, albeit rental unit specific;
- existing: disability accommodations, albeit rental unit specific;
- existing: food resources, e.g., supermarkets, some restaurants, etc., albeit not comprehensive;
- existing: recreational activities, e.g., parks, YMCAs, gyms, etc., albeit not an exhaustive list;

The Office of Neighborhood Life (ONL) also confirmed that they would send notifications to admitted students upon receipt of their letters of acceptance into their applied programs, including periodic notifications during the academic year and enhanced presence on the Graduate School of Arts and Sciences' website. Our Office of Graduate Student Affairs also can reinforce this messaging in their communications plan to newly admitted students.

Other features of the site that are not included in the October 14 proposal but which may be of interest to GAGE-AFT include public school data; the ability to change the language of the site; and ADA compatibility: the site has a 94% rating on accessibility! To ensure the website is meeting the varied needs of our graduate students, the University wishes to offer members of GAGE-AFT an opportunity to participate in a demonstration of the website tool at a time of your choosing.

While it is possible to implement most of the requested features, there are a few that are either (1) outside the scope of the third-party platform provided by Off-Campus Partners (OCP) or (2) will require approval from the relevant city or county governments:

- (1) to provide a crime-map/statistics overlay to their listings;
- (2) to include secondary transportation options under the purview of area jurisdictional (e.g., county or city-based) authorities.

In regards to item 1, ONL proposes to include links on their "Resources" page to police departments within relevant jurisdictions, to permit review of crime data in or around the preferred housing-search area. On item 2, ONL is investigating with OCP if it is possible to "pull in" the secondary-transportation data as an additional data point and resource for students.

We also wish to confirm that ONL vets all DC-based listings on the Graduate Student Website and includes only landlords with an active and "in good standing" Basic Business License (BBL), issued through the DC Department of Licensing and Consumer Protection (DLCP). This has been the University's practice for several years, to help mitigate tenant-landlord disputes and to ensure that our off-campus students are safe in their rental units. This may be why the Graduate Student Website/OCH's

DC-based listings seem limited vis a vis other universities in the District. We also wish to confirm that OCP provides the off-campus listings (via Apartments.com) for all or most of the DC area universities.

If this is acceptable to GAGE-AFT, we propose to treat this as an issue that can be implemented during our contract negotiations. We would not treat this as a tentative agreement to be finalized and implemented only after we have reached an agreement on all proposals to modify the current CBA. Instead, we would treat this as an issue that can be addressed now, without modifying the current CBA.

Georgetown agrees to include an Article entitled “Off-Campus Housing” in the CBA, which would read as follows:

Article [x]: Off-Campus Housing

Georgetown will update its off-campus housing website and will send a link to all Graduate Student Assistants. The Parties may continue to discuss the content of the website in the Labor-Management Committee.

Tentative Agreement – January 23, 2023

Article III – Union Rights

Section 1: Representatives of the Union will be permitted to transact official business relating to this Agreement with appropriate representatives of the University at mutually agreeable times, provided they follow regular University policies and procedures.

Section 2: The Union shall have the right to communicate with members of the bargaining unit using their University email addresses provided pursuant to Article IV (Notification of Bargaining Unit Information).

Section 3: The Union may place flyers/posters on each unenclosed public bulletin board or kiosk, as well as on walls at designated outdoor locations, or on other designated bulletin boards on campus, subject to the same policies and procedures as other student-related organizations including the University's Policy on Speech and Expression.

Section 4: Union representatives shall be permitted, in accordance with the University's policies and without disrupting the operations of the University, access to all areas of the campus that are open to Graduate Student Assistants for the purpose of communicating and meeting with the Graduate Student Assistants.

Section 5: Union representatives and staff who are Graduate Student Assistants may reserve University meeting or storage space for specific use by the Union by making a request for space according to the University's policies and procedures for the relevant campus. These requests can be made for recurring or extraordinary meetings or other regular use by Union representatives who are Graduate Student Assistants for the purpose of administering this Agreement. Requests for University meeting space can be made by recognized Union representatives who are not Graduate Student Assistants by contacting the Union's main point of contact in the Provost's Office via email. Union representatives and staff who are Graduate Student Assistants shall have the right to request University meeting or storage space when available at any time during each semester. Such meetings shall not interfere with the normal teaching, research, or administrative duties of Graduate Student Assistants.

If the Union is not able to reserve reliable and private space through the University's relevant policies and procedures, the parties will refer this issue to the Labor-Management Committee to discuss and make recommendations on solutions for providing the Union with the space it needs to administer this Agreement.

Section 6: Upon request, the University will provide the Union with the names and telephone numbers of contact persons responsible for scheduling each appointing unit's first new Graduate Student Assistant training session or its first meeting including new Graduate Student Assistants. The Union reserves the right to schedule meetings with Graduate Student Assistants in conjunction with these training sessions, pursuant to Section 5 above. The appointing unit shall coordinate with Union representatives to avoid scheduling other required meetings or programming for Graduate Student Assistants during the time available to the Union under this Section.

Section 7: In accordance with the rules and regulations of work study programs which the University administers, the University agrees to receive an application from the Union for eligibility as an employer. This provision does not imply endorsement by the University of any outcome with respect to such an application.

Section 8: The University and the Union will publish copies of this Agreement on their respective websites. At the request of the Union, the University will prepare and provide a digital version of this Agreement to the Union, for the purpose of printing and/or distributing paper copies of this Agreement as the Union may see fit.

Section 9: The Union retains the right to bargain on all Mandatory Subjects of Bargaining as defined in Appendix A of the parties' April 2, 2018 Agreement, to the extent those subjects were not raised or discussed in the negotiations that led to this Agreement or the original Agreement. In addition, the Union retains the right to engage in impact bargaining pertaining to the University's exercise of its Management Rights on issues affecting the occupational health and safety of Graduate Student Assistants in the workplace.

TENTATIVE AGREEMENT – FEBRUARY 27, 2023

ARTICLE IV: NOTIFICATION OF BARGAINING UNIT INFORMATION

Section 1: On the first day of classes each semester, the University will provide the Union with the following information regarding bargaining unit members unless the member has opted out of the disclosure of their directory information pursuant to the Family Educational Rights and Privacy Act (FERPA):

- (A) Name
- (B) University email
- (C) Phone number
- (D) Mailing address
- (E) Home academic department
- (F) Job title
- (G) Degree program
- (H) Degree start date
- (I) Work department
- (J) Union Deduction Status (Dues, Agency Fee, None)

Section 2: The University will provide the Union an updated list of all bargaining unit members (including all information in Section 1) in the second week of October for the Fall semester and in the second week of March for the Spring semester.

Section 3: The University will provide the Union with a list of bargaining unit members (including all information in Section 1) who are expected to serve as Graduate Student Assistants the following academic year. The University will provide such a list by the first workday of August each year.

Section 4: The University will provide the aforementioned lists of bargaining unit members to the Union in Excel format (.xlsx) and/or a Google spreadsheet.

Section 5: The University will provide the Union with a list of bargaining unit members who have graduated or withdrawn from the University twice per academic year: by the first workday of August each year, and by the last workday of December each year.

Section 6: The University shall take reasonable efforts to ensure the aforementioned lists of bargaining unit members are accurate and complete.

Section 7: In addition to the lists of bargaining unit members with their directory information, pursuant to Sections 1, 2, 3, and 5 above, the Union may request each academic year a list showing hours worked by Graduate Student Assistants who work in an hourly position and the pay rates and total pay for all Graduate Student Assistants in that academic year. In order to comply with FERPA, this list will not include any personal identifying information for the Graduate Student Assistants. The list will include the following categories of information:

(A) Job title

(B) Degree program

(C) Degree start date

(D) Home academic department

(E) Pay rate

(F) Pay basis

(G) Pay period

(H) Total pay in the academic year

(I) Total hours worked in the academic year (for any Graduate Student Assistants who work in an hourly position)

(J) Work department

Section 8: As with respect to all information provided under this Agreement, the Union agrees not to use this information for any purpose other than internal Union administration and communication with these individuals. The University and the Union shall interpret and apply this Article in accordance with FERPA.

TENTATIVE AGREEMENT – FEBRUARY 27, 2023

ARTICLE V: UNION SECURITY AND DUES/AGENCY FEE DEDUCTION

Section 1: In no circumstance shall any provision in this Article affect a Graduate Student Assistant's student status, participation in an academic program, or financial aid. Any consequences of this Article shall only apply to their employment as a Graduate Student Assistant.

Section 2: All Graduate Student Assistants shall, within thirty-one (31) calendar days of their appointment, maintain union membership or pay agency fees, as per Section 3. The University and the Union shall cooperate in the administration of this provision by the following:

- A. The Union shall host the authorization form and provide the University with the links to the electronic payroll deduction authorization forms to share with Graduate Student Assistants. The Union will write informational messages for Graduate Student Assistants about the existence of this Agreement and the process for complying with this Article.
- B. The University shall notify Graduate Student Assistants at the time of their hire to a position covered by this Agreement about the existence of this Agreement and the process for complying with this Article. The University shall provide new hires with information about union membership and links to electronic payroll deduction authorization forms in their initial employment packet.
 - I. Ph.D. Graduate Student Assistants who have completed their initial hiring paperwork prior to the effective date of this Agreement will receive the information as described in Section 2B as part of their next service stipend award letter after the effective date of this Agreement.
 - II. Graduate Student Assistants in hourly positions who have completed their initial hiring paperwork for their position prior to the effective date of this Agreement will receive the information as described in Section 2B from their supervisor within two weeks after the effective date of this Agreement.
- C. The Union shall be allowed to communicate with Graduate Student Assistants about the process for complying with this Article using their University email addresses provided pursuant to Article IV (Notification of Bargaining Unit Information).
- D. The Union and the University may choose to cooperate in the administration of this Article in other ways as determined through mutual agreement in the Labor-Management Committee.

Section 3: Graduate Student Assistants shall have the right to, in lieu of union membership, pay an agency fee. The amount of such agency fee shall be determined by the Union, in accordance with applicable law, but it shall in no event be more than the dues uniformly required for members of the Union. The Union shall establish and certify in writing to the University the amount of the Union's dues and agency fees.

Section 4: If a Graduate Student Assistant fails to pay Union dues or the agency fee, the Union may request, in writing, that the University impose an administrative fine of four hundred dollars (\$400) on the Graduate Student Assistant if they are in a stipended position and one hundred dollars (\$100) if they are paid on an hourly basis. The University shall impose the administrative fine upon the Union's request if: (a) the graduate student is serving as a Graduate Student Assistant at the time the Union makes the request to impose the administrative fine; and (b) the Union demonstrates that it provided the Graduate Student Assistant with adequate written notice and an opportunity to correct the failure to pay Union dues or the agency fee. Any administrative fine collected by the University shall be dedicated to the Emergency Assistance Fund (EAF) established in Article XXXVI: Emergency Assistance Fund. Administrative fines allocated to the EAF shall not change the University's budgeting commitments to the EAF, but rather serve as additional funds. These additional funds shall function as a reserve, only to be used in the event that the University's budgeted funds have been exhausted. The Union shall submit to the University the names of Graduate Student Assistants who have paid past owed dues or agency fees and committed to paying future dues or agency fees. The administrative fine shall be removed upon notice of payment of past owed dues or agency fees. The administrative fine shall be imposed during each semester in which a GSA fails to pay union dues or the agency fee as outlined in this Section.

Section 5: The University agrees to deduct voluntary contributions made by Graduate Student Assistants to the Union Committee on Political Education (COPE) and to remit said contributions to the Union at the same time union dues and agency fees are remitted. Such contributions are strictly voluntary and can be in any amount as determined by the Graduate Student Assistant.

Section 6: The University shall, during the term of this Agreement, deduct from the portion of a Graduate Student Assistant's stipend or wages attributable to their responsibilities as a Graduate Student Assistant, a sum of dues, agency fees, and/or COPE contributions owed the Union and authorized by the Graduate Student Assistant to be deducted pursuant to a voluntary check-off authorization form executed by the Graduate Student Assistant in accordance with federal labor law.

- A. Either the union membership dues or agency fee authorization form only needs to be completed and submitted once by a Graduate Student Assistant. The record of their authorization will be kept by the Union and shared with the University. The Union will provide the University with a voluntary check-off authorization for each Graduate Student Assistant for whom a payroll deduction is sought. Such authorization will be maintained for other positions covered by this Agreement for as long as the Graduate Student Assistant is a graduate student enrolled at the University.
- B. Within ten (10) working days following the deductions, monies so deducted by the University shall be transmitted electronically to the Union Treasurer or other Union designee. Such deductions shall continue until instruction to cease payroll deductions is given in writing by the Graduate Student Assistant to the Union and the University's Office of Student Employment.
- C. A Graduate Student Assistant shall be free to revoke their membership dues authorization, agency fee authorization, and/or COPE contribution authorization at any time by notifying the Union in writing, and the Union will promptly remit this to the University. The right to revoke

authorization of either membership dues or agency fee does not negate the Graduate Student Assistant's obligation to pay union dues or an agency fee in some other way.

- D. The Union may report missing or incorrect deductions as they become known. In the event that a payroll deduction for a Graduate Student Assistant is processed incorrectly, the University will correct the error in the next pay period after being informed of the error, in writing, by either the Graduate Student Assistant or the Union.

Section 7: The University shall assume no financial or other obligation arising out of the provisions of this Article except as specifically provided in this Article. The Union hereby agrees that it shall indemnify and hold the University harmless from any claims, actions, or proceedings by a Graduate Student Assistant arising from the University's actions in accordance with this Article.

TENTATIVE AGREEMENT – December 2, 2022

The University agrees to move the current language from Article XIX into a new Section 2 of Article XIII.

ARTICLE XIII: SCOPE OF WORK

Section 1: Graduate Student Assistants are expected to assist in research, teaching, or other matters of an academic nature. Recognizing that hours spent on a work assignment have an impact on the ability of the Graduate Student Assistant to complete their coursework, exam preparation, and research, the University and the Union agree that:

1. The Union acknowledges that the specific hours worked each week will fluctuate for some Graduate Student Assistants due to the nature of their work. The Union also acknowledges that the work of a Graduate Student Assistant may overlap with their academic work in the degree program.
2. The time devoted to being a Research Assistant while being paid on a stipend should not exceed an average of 15 hours per week, unless the research being conducted is integral to a Research Assistant's dissertation research. In such cases, the 15-hour limit does not apply.

Section 2: The University recognizes that many international Graduate Student Assistants' visas (e.g., F-1 and J-1 visas) prohibit them from working more than 20 hours per week. The University is committed to providing advice and assistance to Graduate Students Assistants who are responsible for meeting these requirements.

TENTATIVE AGREEMENT – APRIL 17, 2023

ARTICLE XIV ACCESS TO WORKPLACE RESOURCES

Section 1: The Parties to this Agreement recognize the importance for Graduate Student Assistants to be able to access and use computers, printers, peripherals, accessories, and secure storage space on campus to fulfill their professional duties as Graduate Student Assistants. To that end, as determined by the University's program director, academic unit head, or department chair, the University will provide Graduate Student Assistants in the bargaining unit access to the tools necessary to perform their professional duties including, but not limited to, laptop lending programs, access to desktop computers, peripherals, components and necessary software licenses for the time period determined by the University's program director, academic unit head, or department chair, not to exceed the time period of the Graduate Student Assistant's work assignment.

Section 2: Conforming to UIS policies 102 (Computer Systems Acceptable Use Policy) and 202 (Software Applications Management Policy) as well as the Minimum Security for Endpoints policy from UIS and Article IX, section F of the Graduate Student Handbook (Computer Systems Acceptable Use Policy) and associated procedures and guidelines as they may be amended from time to time, the Parties to this Agreement recognize the importance of confidentiality and the protection of the privacy of Graduate Student Assistants. The University will balance the desire for privacy with the need for protecting University-owned resources, as reflected in these policies. Upon receiving a University-owned device, Graduate Student Assistants may contact UIS with questions about software installed on the University-owned device, their detailed capabilities, features and functions as well as policies in place governing their use by UIS or the University. In addition, the Union retains the right to discuss in the Labor-Management Committee issues pertaining to the protection of the privacy and confidentiality of Graduate Student Assistants as they relate to the University's policies on the use of University-owned computer systems and software and any changes to those policies.

Section 3: All Graduate Student Assistants shall be able to access the physical offices, laboratories, and other spaces of the department in which they are working as needed in order to fulfill their professional duties as Graduate Student Assistants, subject to all relevant Department, School, and University policies.

TENTATIVE AGREEMENT – APRIL 10, 2023

Article XX: Support of Visa and Immigration Process for Graduate Student Assistants

Section 1: The University is fully committed to providing a safe and welcoming environment for all members of the bargaining unit, regardless of immigration status.

Section 2: The University affirms its commitment to helping Graduate Student Assistants admitted under F-1 and J-1 visas navigate the immigration process. The Office of Global Services will continue to provide advice and assistance to Graduate Student Assistants with respect to their rights and responsibilities as international students, the rules and regulations governing their immigration status, and travel out and reentry into the United States.

Section 3: Graduate Student Assistants are responsible for their immigration paperwork and the timely initiation of the immigration process.

Section 4: In the event a Graduate Student Assistant is unable to report to work for an extended period of time due to an immigration related matter, such as when the Graduate Student Assistant is not permitted to return to the United States, the University shall make every reasonable effort to secure the Graduate Student Assistant an available, comparable position that the Graduate Student Assistant is qualified to perform when the Graduate Student Assistant is able to return to campus.

Section 5: The University's Office of Global Services (OGS) will process Form I-20 and Form DS-2019 applications, and issue an updated Form I-20, containing the notation indicating that the Graduate Student Assistant is applying for Optional Practical Training (OPT), within four (4) weeks following the complete submission of required documents, including the documents identified on OGS's website, from the Graduate Student Assistant, and no later than sixty (60) days before the program-specific mandatory arrival date, except in unusual circumstances. If further document submission is required after processing begins, the application processing timeline restarts and will be completed within four (4) weeks after the Graduate Student Assistant submits the further required document(s), except in unusual circumstances. This completion timeline requirement applies towards, but is not limited to, a change of status application and program transfer.

TENTATIVE AGREEMENT – APRIL 3, 2023

Article XXI: Undocumented Students

Section 1. The University affirms its commitment to supporting undocumented students and their families, as set forth in the University's 2019 [Solidarity Statement](#).

Section 2: In accordance with current University policy as outlined by Undocumented Student Resources:

- (a) The University welcomes and supports students of all backgrounds without regard to their immigration status.
- (b) The University will not release information regarding undocumented student immigration status to the Department of Homeland Security, unless legally compelled to do so.
- (c) The University will continue to make resources and guidance, including legal aid, available to undocumented students.
- (d) Graduate students will not be held or arrested by the Georgetown University Police Department (GUPD) on the basis of immigration status alone. GUPD does not have the responsibility to enforce federal laws regarding immigration status and will not ask students about their immigration status.

Section 3: Upon request, the University will provide the Union with information regarding any University-wide working groups convened for undocumented students, including the availability and process to participate in any such working group.

Section 4: The University will notify the Union if the University learns of an immigration investigation regarding a Graduate Student Assistant, to the extent the Graduate Student Assistant consents to notifying the Union and there are no other legal restrictions on such notification.

Section 5: In the event that the University is served with a validly executed search or arrest warrant, the University shall arrange for the questioning of a Graduate Student Assistant to occur in a private location on campus, to the extent that the Graduate Student Assistant consents and that the officer(s) serving the warrant permit(s) such arrangements to be made.

TENTATIVE AGREEMENT – MARCH 13, 2023

ARTICLE XXII: UNIVERSITY HOLIDAYS AND CLOSURES

Section 1. The University's academic holiday schedule shall be applicable to Graduate Student Assistants. If, however, a Graduate Student Assistant is required to perform service responsibilities on a University academic holiday, the Graduate Student Assistant shall be provided reasonable advance written notice of that requirement and shall be granted an equal amount of time off during the period of the Graduate Student Assistant's appointment. The time off shall be scheduled on date(s) that are mutually agreeable to the Graduate Student Assistant and their supervisor. Because the service responsibilities for a particular Graduate Student Assistant position can vary, the Graduate Student Assistant and the supervisor shall discuss, at the beginning of a semester, the supervisor's expectations regarding service responsibilities that will likely overlap with the University's academic holiday schedule. If, during that discussion, the supervisor informs the Graduate Student Assistant of likely overlaps with University academic holidays, the Graduate Student Assistant will inform the supervisor of any personal conflicts, and the supervisor will make a reasonable effort to accommodate those personal conflicts in as much as the service responsibilities of the position will allow. This Article does not address the performance of academic responsibilities on a University academic holiday, as those responsibilities are beyond the scope of collective bargaining under the Parties' April 2, 2018 Agreement.

Section 2. The University's policy on operating status during inclement weather or other emergencies shall be applicable to Graduate Student Assistants.

Section 3. Graduate Student Assistants are not obligated to perform service responsibilities on days outside the Graduate Student Assistant's 9-month or 12-month appointment. This includes the summer for Graduate Student Assistants on a 9-month appointment. This also includes the winter holiday break for Graduate Student Assistants on a 9-month or 12-month appointment, except as provided in Section 1.

TENTATIVE AGREEMENT – APRIL 24, 2023

ARTICLE XXIV: LEAVES OF ABSENCE FROM ASSISTANTSHIP

Section 3: Parental Leave. A Graduate Student Assistant may take parental leave if they are the primary and full-time caregiver of a newborn child or a child five (5) years old or younger who is newly placed in the home. The following procedures shall apply to a request for parental leave:

- A. Except under extenuating circumstances, the Graduate Student Assistant must submit a written request no less than three (3) months before the expected date of the start of the leave to the Graduate School's Associate Dean for Academic Affairs. The Graduate Student Assistant must provide documentation to the Graduate School sufficient to demonstrate that they are the full-time primary care provider of the child.
- B. Graduate Student Assistants may request a medical leave of absence in conjunction with a parental leave. International students should consult with the Office of Global Services about the visa consequences of receiving either voluntary medical leave or parental leave. This consultation should occur prior to the submission of the request for parental leave to the Graduate School.
- C. A doctoral Graduate Student Assistant may elect to continue to receive their assistantship stipend for up to eight (8) weeks of paid leave within four (4) months following the birth, adoption, or foster placement of a child. During the period of parental leave, the Graduate Student Assistant will be relieved of their assistantship duties. The Graduate Student Assistant will be assigned assistantship duties during the remainder of the semester (before and/or after the parental leave).
- D. If a doctoral Graduate Student Assistant wishes to take unpaid parental leave for the semester in which the birth, adoption, or foster placement of a child occurs, or the following semester (but not both), they may decline assistantship funding during the semester of the parental leave and defer that funding to a one (1) semester extension of the period of support.
- E. Graduate Student Assistants who are supported by external research grants, fellowships, or awards must follow the policies of their funding agency. Many funding agencies and organizations defer to the institutional policies of the student's university, but if a funding agency or organization has its own policy, the rules of the granting agency or organization will prevail. If fellowship benefits are suspended or deferred during this period, and the appropriate documentation is submitted, the Graduate School will assume funding responsibility for the period during which the student is on an approved parental leave.
- F. A Graduate Student Assistant who is compensated on an hourly basis will not receive such hourly compensation during a parental leave.
- G. During parental leave, an eligible Graduate Student Assistant who is enrolled in the Premier Plan shall remain covered through the end of the Plan Year. The Graduate Student Assistant shall also, consistent with Article XXXII (Tuition) of this Agreement, remain eligible for tuition remission during a parental leave.

H. The University will make alternative arrangements to cover the Graduate Student Assistant's assignments during a parental leave or for the duration of the semester in which such a leave takes place, if such arrangements are necessary.

I. A Graduate Student Assistant returning from an approved parental leave shall be assigned to the same position, if available, or a similar position as the Graduate Student Assistant held before the parental leave, with equivalent benefits and pay.

TENTATIVE AGREEMENT – AUGUST 10, 2023

[Article in the current contract]

ARTICLE XXXV: PAY RATE FOR HOURLY POSITIONS

Section 1: Effective as of the first pay period after August 1 in Fiscal Year 2021 (July 1, 2020 – June 30, 2021), the minimum hourly rate for any Graduate Student Assistant employed as a Student Research Assistant or a Student Teaching Assistant shall be \$19.50 per hour.

Section 2: The minimum hourly rate specified in Section 1 shall increase by two percent (2%) effective as of the first pay period after August 1 in Fiscal Year 2022 (July 1, 2021 – June 30, 2022) and Fiscal Year 2023 (July 1, 2022 – June 30, 2023).

Section 3: Nothing contained herein shall preclude the University from paying Graduate Student Assistants more than the minimum hourly rate provided in this Agreement.

Section 4: No Graduate Student Assistant currently paid on an hourly basis shall have their hourly rate reduced as a result of signing this Agreement.

[proposed edits to the article]

ARTICLE XXXV: PAY RATE FOR HOURLY POSITIONS

Section 1: Effective as of the first pay period after August 1 in Fiscal Year 2024 (July 1, 2023 – June 30, 2024),¹ the minimum hourly rate for any Graduate Student Assistant employed as a Student Research Assistant or a Student Teaching Assistant shall be \$22.00 per hour.

Section 2: The minimum hourly rate specified in Section 1 shall increase by three percent (3%) to the following amounts, effective as of the first pay period after August 1 in each Fiscal Year:

- \$22.66 in Fiscal Year 2025 (July 1, 2024 – June 30, 2025)
- \$23.34 in Fiscal Year 2026 (July 1, 2025 – June 30, 2026)
- \$24.04 in Fiscal Year 2027 (July 1, 2026 – June 30, 2027)

Section 3: Nothing contained herein shall preclude the University from paying Graduate Student Assistants more than the minimum hourly rate provided in this Agreement.

Section 4: No Graduate Student Assistant currently paid on an hourly basis shall have their hourly rate reduced as a result of signing this Agreement.

¹ This proposed amount would be effective four (4) weeks after the new agreement is ratified.

TENTATIVE AGREEMENT – AUGUST 10, 2023

ARTICLE XXXVI: PH.D. STIPENDS

Section 1: It is understood that the Union has no authority, nor shall the University be obligated, to negotiate over stipends or other financial matters for graduate students who are not members of the bargaining unit. The provisions of this Article only apply when a Ph.D. student is working as a member of the bargaining unit.

Section 2: When a Ph.D. student enters the bargaining unit as a Teaching Assistant, a Research Assistant, or a Teaching Associate, as determined by their annual award letter, they will be paid a stipend in accordance with this Article. Ph.D. assistantships shall not exceed fifteen (15) hours per week.

a) Effective as of the first full pay period after August 1,² each Graduate Student Assistant on an academic year appointment shall receive the following minimum stipend amounts:

	FY 2024	FY 2025	FY 2026	FY 2027
Stipend	\$38,000	\$38,950	\$39,924	\$40,922
Summer Supplement (if applicable under Section 3)	\$1,100	\$1,100	\$1,100	\$1,100
Total Amount	\$39,100	\$40,050	\$41,024	\$42,022

Some Ph.D. programs may elect to pay more than the minimum rate with proper authorization by the University. Starting in Fiscal Year 2025 (July 1, 2024 – June 30, 2025), any Graduate Student Assistant on an academic year appointment may choose to have their stipend pay distributed over a twelve-month period.

² In FY 2024, the proposed stipend amounts would be effective four (4) weeks after the new agreement is ratified.

b) Effective as of the first full pay period after August 1,³ each Graduate Student Assistant on a twelve-month appointment shall receive the following minimum stipend amounts:

	FY 2024	FY 2025	FY 2026	FY 2027
Stipend	\$41,420	\$42,456	\$43,517	\$44,605

Some Ph.D. programs may elect to pay more than the minimum rate with proper authorization by the University.

c) Nothing contained herein shall preclude the University from paying Graduate Student Assistants more than the minimum stipend provided in this Agreement.

d) Compensation for Graduate Student Assistants on contracts or grants shall be in compliance with all applicable law, federal rules and regulations, and sponsor requirements, as determined by the University and the funding entity. In the event that the contract or grant does not support the compensation increases provided for in this Article, the Graduate Assistant will receive only such compensation increase consistent with what the contract or grant provides.

Section 3: Effective as of the first full pay period after August 1,⁴ Graduate Student Assistants who are appointed as instructors of record during summer school sessions shall receive a minimum rate of \$5,150 per course in Fiscal Year 2024 (July 1, 2023 – June 30, 2024). This rate shall be increased by three percent (3%) in Fiscal Years 2025 - 2027, effective as of the first pay period after August 1 in each Fiscal Year. Graduate Student Assistants who are on an academic year appointment shall receive the summer supplement identified in Section 2(a) through the summer before the fifth academic year of their degree program unless they are offered a summer teaching or research position. If a Graduate Student Assistant can not accept the offer due to extenuating circumstances, and they have not yet reached the summer before the fifth academic year of their program, they shall receive the summer supplement.

Section 4: No Graduate Student Assistant shall have their stipend lowered as a result of signing this Agreement.

³ In FY 2024, the proposed stipend amounts would be effective four (4) weeks after the new agreement is ratified.

⁴ In FY 2024, the proposed summer amounts would be effective four (4) weeks after the new agreement is ratified.

TENTATIVE AGREEMENT – AUGUST 10, 2023

ARTICLE XXXVII: EMERGENCY ASSISTANCE FUND

Section 1: The University will establish an Emergency Assistance Fund (EAF) to assist Graduate Student Assistants with the financial costs associated with Qualifying Emergency Events. For the purposes of this Article, a Qualifying Emergency Event refers to extreme financial burdens associated with (1) care of an immediate family member (as defined in Article XXII: Personal Days) who is experiencing a serious health condition or the Graduate Student Assistant's own serious health condition (as defined in Article XXIII: Leaves of Absence from Assistantship); (2) bereavement of an immediate family member; (3) physical damage to a Graduate Student Assistant's residence; (4) loss or irreparable damage of material resources required for completing professional responsibilities, such as a computer; and 5) any other event that places the Graduate Student Assistant in extreme financial burden.

Section 2: The University will budget an amount equal to \$75 per Graduate Student Assistant, based on the total number of Graduate Student Assistants in the bargaining unit during the previous academic year, for the EAF in Fiscal Year 2024 (July 1, 2023 – June 30, 2024). The University will increase this contribution to the EAF to the following amounts for the following fiscal years:

- \$85 per Graduate Student Assistant for Fiscal Year 2025 (July 1, 2024 - June 30, 2025)
- \$100 per Graduate Student Assistant for Fiscal Year 2026 (July 1, 2025 - June 30, 2026)
- \$110 per Graduate Student Assistant for Fiscal Year 2027 (July 1, 2026 - June 30, 2027)

Section 3: The Fund will be administered by the Graduate School and decisions will be made pursuant to standards and procedures developed in consultation with the Union. Such consultations shall occur through the Labor-Management Committee.

Section 4: The Graduate School shall create a report annually about the requests and use of the EAF, without revealing any personally identifiable information regarding any Graduate Student Assistant who made a request for assistance from the EAF.

Section 5: Graduate Student Assistants will be able to make a voluntary contribution to support the EAF through the University Office of Advancement's online donation portal.

Section 6: Grievances under Article IX related to the EAF are limited to those disputes over the process used to review the application and may be filed directly at Step Two of the Grievance Procedure. All other EAF disputes, including substantive determinations of eligibility, shall be resolved through the EAF's appeal procedures.