

Compensation & Benefits

(including insurance, family issues, and leave)

Note: More health benefits in the “Health” document.

Quotes (“”): verbatim from union contracts

Italics: paraphrased summary of union contract wins

American University

Compensation is set in contract. The first contract brings modest increases for Law School Dean's Fellows and Master's Students, and codifies a 10% increase for PhD students for the 2018-2019 academic year.

Health insurance

“For the 2018-2019 Academic Year, Management will **continue to make available health benefits in the same manner as those benefits were made available to GSEAU's in the 2017-2018 Academic Year**. Management will provide a way in which GSEAU's can access information regarding the health benefits, including vision and dental benefits, that are available to them.”

Leave

“Management will comply with D.C. and Federal law in providing leave to GSEAU's who meet the eligibility requirements for leave under of those laws, and will not reduce the leave available to eligible GSEAU's during the term of this Agreement.”

Lactation rooms

“GSEAU's have access to lactation rooms provided by Management, to be used for that purpose.”

Tufts

Annual adjustments

“The stipend specified in Section 18.2, as well as any pro rata amounts as per Section 18.3 and additional instructor of record pay as per Section 18A, **shall increase by two and a half percent (2.5%)** starting with the first pay period of Fiscal Year 2021. The same adjustment shall be made during the first pay period for FY 2022 and for FY 2023. These figures are illustrated in Appendix C.”

Teaching Pay

“In addition to the stipends listed in Section 18.2, Graduate Assistants who teach a course as an “instructor of record” shall receive an **additional \$1,000 per course** beginning with their second semester as an instructor of record and for every semester thereafter.”

Health insurance

“All full-time Ph.D students in good academic standing...receive a **fully funded individual health insurance plan in grades 1-5 and will be extended coverage in grade 6 for GSAS students whose**

Ph.D program is approved for extension by the GSAS Dean. The University reserves the right to modify the student health insurance plan, including but not limited to, changes to coverage and cost, in its sole discretion.”

Parental Leave

“All full-time Ph.D students in good academic standing will be entitled during the academic year and subject to the policy, procedures, terms and conditions of the GSAS Handbook, to **twelve (12) continuous weeks of paid parental leave for the birth of a child, adoption of a child, or placement of a child or foster-child.** This benefit will not be eliminated or changed during the life of this Agreement.”

Transit benefits

“GSAS students shall be eligible to receive a **transit pass subsidy of thirty-five percent (35%) to a limit of up to forty dollars (\$40) per month.** This benefit will not be eliminated or changed during the life of this Agreement, and shall be subject to the policies, procedures, terms and conditions of the GSAS Handbook.”

Back-up Child and Adult Care

“The University shall provide GSAS students with **access to subsidized adult and child care services through the University’s program with Care.com** pursuant to any and all applicable rules and requirements for the program, and subject to the policies, procedures, terms and conditions of the GSAS Handbook.”

Harvard

Compensation

“The minimum salaries for [Research Assistant I SWs] in FY 20 were:

Life Sciences 12 months \$39,528

Physical Sciences 12 months \$37,932

Other 12 months \$35,676

10 month or shorter appointments for these two levels are pro-rated accordingly. **The above rates will increase by 2.8%** on July 1, 2020 or upon ratification, whichever comes last.”

“All hourly SWs who perform instructional work (e.g. Course Assistants) regardless of School will receive at least the **minimum hourly rate of pay of \$17.00 per hour** effective July 1, 2020 or upon ratification of this Agreement, whichever comes last...All hourly SWs who perform research work (e.g. hourly Research Assistant) will receive at least the **minimum hourly rate of pay of \$16.00 per hour** effective July 1, 2020 or upon ratification of this Agreement, whichever comes last.”

Childcare

“Ph.D SWs shall be eligible for access to Care.com at no cost for such membership and subject to relevant rates and procedures. Under current policy, SWs have access to the Care.com providers for up to 10 days a year at a subsidized rate of \$5 per hour. SWs may utilize Care.com for additional days at full provider rates.”

Parental Leave

“All Ph.D SWs shall be eligible for the Parental Accommodation and Financial Support program which provides a **one-time stipend** of \$6516 for the birth or adoption of a child. During the accommodation period, students may request and receive **unpaid time off from their duties up to 12 weeks.** Effective

with the ratification of this Agreement, the one-time stipend will be raised to \$6646. Effective July 1, 2020, the stipend will be raised to \$6831.”

Family or Medical Leave

“SWs may take an unpaid Family and Medical Leave of Absence of **up to 12 weeks for the birth or adoption of a child, childcare, their own serious health condition or work-related disability, or care of an immediate family member with a serious health condition.** “Immediate family members” include parents or step-parents, child or step-child or spouse. SWs are expected to notify their supervisors and directors of graduate studies at least four months in advance whenever possible of the anticipated birth or adoption of a child, so that appropriate arrangements can be made to cover any teaching or research responsibilities. SWs who are Ph. D candidates are eligible to apply for financial assistance for the birth or adoption of a child under the Parental Accommodation and Financial Support”

Sick Days

“SWs shall have a right to a reasonable number of days per semester or summer session of sick leave with no loss of compensation. **SWs are permitted to use sick time for any of the following reasons:**

1. Caring for their own physical or mental illness, injury or medical condition
2. Caring for a physical or mental illness, injury, or medical condition of their child, spouse, parent, or spouse’s parent;
3. Attending their own routine medical appointment;
4. Attending a routine medical appointment for their child, spouse, parent, or spouse’s parent and members of the household regularly sharing the employee’s residence
5. Addressing the psychological, physical, or legal effects of domestic violence; or
6. Travel necessitated by any of the above.

b. A SW who is using a sick day must inform their supervisor as soon as possible.

c. **In no case shall the sick time provided be less than would be provided to an individual covered by the Massachusetts Sick Time Law.”**

Leave Minimums

- *11.5 official holidays, plus week of winter recess.*
- *2-3 personal days*
- *2 weeks paid vacation.*

Emergency Grants

- *\$25K emergency grant can be accessed.*
- *New funds to help offset the costs of healthcare for salaried student workers:*
- *\$325,000 for dependent coverage*
- *\$125,000 for dental expenses*
- *\$125,000 for co-pays and other out-of-pocket costs under the health plan*

Benefit Funds

The contract between Harvard University and the Harvard Graduate Student Union (HGSU-UAW) establishes several funds to subsidize costs for certain types of dependent care, health care, and emergency issues. The funds are administered by HGSU-UAW according to rules agreed upon by the Union and the University, and disbursed by the University through the existing payroll system. Please review the eligibility criteria and FAQ for each fund on the pages below before starting your

application. For most of these funds (with the exception of the Emergency Grant Fund) our contract stipulates that applicants must be stipended student workers.

- *Dependent Care Fund*
- *Child Care Fund*
- *Dental Fund*
- *Health Care Reimbursement Fund*
- *Emergency Grant Fund*

Child Care

- *New \$350,000 fund to help offset the cost of child care for salaried student worker parents.*

Transit benefits

- *Up to \$360/year in reimbursements for bicycle purchase, improvement, repair, and storage.*
- *Access to on-campus parking on the same basis as other university staff.*
- *Student workers in all schools will have access to discounted MBTA passes via the MBTA Semester Pass Program.*

Michigan State

Stipend

2% annual raise, 5% increase in minimum stipend until 2022. Tuition waiver.

Leave

3 days of bereavement leave. 8 weeks of adoption/parental leave. 2 weeks for jury duty.

*“During a medical leave, the employing unit shall adjust (reduce, waive or reschedule) the Employee’s duties as those duties and his/her physical circumstances reasonably dictate. If total absence from duties becomes necessary and the Employee is still enrolled, **the employing unit shall maintain the stipend of the appointment provided for a period of two (2) months or to the end of the appointment period, whichever occurs first.** Additional unpaid leave may be arranged on an ad hoc basis.”*

Medical and Dental Insurance

*95% in-network and 80% out-of-network medical coverage. Specific co-pay amounts for prescriptions.
50% dental coverage*

University of California

Wages

*“The University shall **increase the wage ranges/rates for all ASE titles by 3.0%.**”*

\$300 per year waivers of the campus fees + \$100 lump sum payment in Fall 2018.

Health insurance

ASEs are eligible to participate in the UC Student Health Insurance Program (UCSHIP). A grad student ASE with at least 25% employment is eligible for 100% premium remission.

Childcare reimbursement

“Upon ratification of the contract, each eligible ASE shall receive **up to \$1100 per quarter or \$1650 per semester for expenses** incurred during the ASE’s appointment period in the regular academic year. The campus childcare program will define reimbursable expenses and related procedures.”

Parental leave

“A salaried ASE shall be eligible to receive **up to six (6) weeks of paid leave for pregnancy, childbirth or related medical conditions** for the period prior to, during, and after childbirth. Any paid leave taken under this Section shall run concurrently with any leave taken under Section B pursuant to California’s Pregnancy Disability Leave Laws. An ASE will be approved for up to two additional weeks of unpaid leave for baby bonding, provided such unpaid leave does not extend beyond the end date of the ASE’s appointment.”

University of Michigan

Salary

“The minimum full-time equivalent (FTE) salary rate for four (4) full calendar months of employment from September 1, 2019 to August 30, 2020 was \$21,779 for Employees on the Ann Arbor and Dearborn Campuses”

“The minimum full-time equivalent salary rate for four (4) full calendar months of employment from September 1, 2019 to August 30, 2020 was \$18,683 for Employees on the Flint Campus.”

Fee Reimbursement

“Upon Employee request, and within the first four (4) terms of employment as a GSI/GSSA, the SEVIS fee paid by an Employee to attend the University of Michigan will be reimbursed by the Employee’s appointing unit, unless that fee has already been paid or reimbursed by another source.”

Salary Analysis

“The University’s annual publication, An Analysis of Salaries Paid to the University of Michigan Instructional Staff, shall include summary statistics of salaries paid to Graduate Student Instructors in each unit reported. The statistics shall include total head count of GSIs and the mean, median, minimum, maximum appointment fraction and salary paid to GSIs by each unit.”

September salary advance (to help pay for rent deposits for example)
<https://www.geo3550.org/rights-benefits/salary/>

Medical Leave

“An Employee shall be eligible for **up to six (6) weeks of medical leave pay in a consecutive twelve (12) month period** beginning the first day of the initial employment period when unable to meet employment obligations because of personal illness, injury, medical appointment, medical procedure, or other disabling medical condition, or because of the illness, injury, medical appointment, medical procedure, or other disabling medical condition of a family member or Other Qualified Adult.”

Employee Parental Accommodation Period

“All Employees will, on request, be **granted a Parental Accommodation Period immediately following the birth of the Employee’s child or the Employee’s adoption of a child under the**

age of six (6), the placement of a foster child under the age of six in an Employee's home, or the Employee becoming a legal guardian of a child under the age of six (6). The Employee Parental Accommodation Period should be tailored to the Employee's individual circumstances and should take into account the Employee's job duties. All parties will make a reasonable effort to minimize disruption to the performance of the Employee's job duties."