Overview of Initial Bargaining Proposals

ECONOMICS

Compensation
- No SA will be paid less after contract
- **Wage Increase for ALL initial & annual**
- Paid on time!
- PhD funding guaranteed for 7 years
- Masters & undergrad SAs get tuition waiver

Health Insurance
- Improve coverage and lower cost for SAs
- Include dependents, domestic partners
- Dental and vision coverage
- Improve access off-campus, specialists
- Mental health & Urgent Care coverage

Fee and Tuition Waivers
- Full fee and tuition waiver for all

Childcare/Dependent Care
- Increase child-care, dependent subsidies

Holidays/Vacation
- Paid vacation policy (4 weeks)
- Not **required** to work on holidays

Paid Leaves
- Guaranteed paid leave for illness, childbirth, adoption, etc.
- No Penalties for taking leave!

Transit
- Transit subsidy, Improve shuttle services

Travel
- Reimbursed for travel in timely manner

Retirement
- University matching retirement benefits

Disability
- University covers cost of mandatory ODS qualifying procedures

Housing
- Maintain fair housing-stipend ratio,
- Rent not due until workers are paid!
- Summer housing considerations

Titles and Classifications
- Same work, same pay!
- Any new classifications included in unit!

RIGHTS & PROTECTIONS

Contract Enforcement
- Grievance procedure, neutral arbitration!
- Expedited for time-sensitive cases

Appointment Notification
- Advanced notification, clear job description

Appointment Security
- Paid for cancellations! (or given an equal appointment)
- Guaranteed minimum for hourly workers

Discipline and Dismissal
- No discipline **without just cause**

Employment Files and Evaluations
- Review employment files, confidentially

Health and Safety
- Participation in existing EHS committee
- Ensure safe workspaces!

Intellectual Property
- Improve intellectual property rights

Job Posting
- Open positions made available to all qualified applicants.

International Students
- Declare Columbia a sanctuary campus
- Housing in the case of immigration bans
- Maintain registration status on leave
- Free, independent legal advice
- Emergency fund for international students

Nondiscrimination / Harassment
- Prevent discrimination of protected groups
- Gender inclusive bathrooms, lactation rooms
- Expedited grievance procedures

Training
- Training and orientations are paid!

Workload and Work Quality
- Not **required** to work more than assigned

Workspace and Materials
- Software licenses, more printing
- Guaranteed workspace, with internet

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For more information go to [www.columbiagradunion.org](http://www.columbiagradunion.org) or email [gwc.bargaining@gmail.com](mailto:gwc.bargaining@gmail.com)