

HISTORIC GAINS IN TENTATIVE AGREEMENT

What can be achieved through solidarity and collective bargaining:

NYU graduate employees once again win only union contract at a private university.

Over 1,200 teaching, research and graduate assistants at New York University become (for the second time) the only graduate workers with a union contract at a U.S. private university.

NYU-Poly graduate workers will receive up to \$1,500 in retroactive pay.

In compensation for previously unlivable wages, hourly workers at NYU-Poly will receive a \$750 bonus per academic year for work performed in 2013–2014 and 2014–2015. This represents up to 13.3% of annual earnings.

Guaranteed annual minimum increases on total compensation (stipends + teaching/RA pay) for Ph.D workers

The tentative agreement establishes guaranteed minimum increases on total compensation, thus protecting and insuring increases in combined stipends and teaching or research assistant pay. Total compensation is guaranteed to go up at least

- 2.5% for 2015–16
- 2.25% for 2016–17
- 2.5% for 2017–18
- 2.25% for 2018–19
- and 2.5% for 2019–20.

NYU Washington Square workers will receive up to \$750 in retroactive pay.

Washington Square graduate employees who worked in either semester of the 2013–14 academic year, in Fall 2014, and/or in Spring 2015 will receive \$250 for their work in each of these three periods, for a potential total of \$750.

In Fight For \$15 victory, minimum wages will double at NYU Polytechnic School of Engineering.

Minimum hourly pay rate for graduate workers at NYU Poly will go up 50% from \$10 to \$15 in September, continuing to rise to \$20 by September 2019.

90% individual healthcare subsidy for all previously un-covered workers.

Workers who previously received no coverage—over 50% of our unit—will now receive 90% of premiums for individual coverage starting 2015-16. These workers save up to \$1885 per year based on current year's premiums.

Landmark family healthcare fund created.

A family healthcare fund will begin in 2015–16 at \$150,000. The fund will increase to \$175,000 in 2016–17 and to \$200,000 for the final three years of the contract. Applicants who apply during a set enrollment period will be eligible for up to 75% subsidy towards the cost of NYU family healthcare premiums.

Fee waivers broadened for items including maintenance of matriculation.

Various fees related to being enrolled at the university will be waived for all Ph.D candidates in the union who work for the university. A savings in excess of \$900 per year per Ph.D worker.

Graduate employees will receive \$50 additional compensation for mandatory day-long orientations, for a total of \$150.

Fees for Stu-Dent dental plan covered.

The university will provide NYU Stu-Dent for all workers, a savings of \$235 per worker based on this year's premiums.

Numerous provisions protecting basic rights achieved

Including workload protection, appointment security, maintenance of benefits, a health and safety committee, a just-cause standard for discipline and discharge, a grievance and arbitration procedure, formalized regular labor-management meetings, union dues and voluntary political action check-offs, use of university space for union meetings, union access to employee orientations, non-discrimination protections which are grievable under the contract, and three paid positions for union staff from the bargaining unit.

Breakthrough childcare fund achieved.

Tax-free childcare fund will begin at \$60,000 January 1, 2016, increasing by \$10,000 each calendar year to \$100,000 in the final year of the contract. Unused funds will roll over into the next calendar year. This fund is in addition to the currently-existing \$200/semester credit through NYU.

Contract effective upon ratification and expires on August 31, 2020.

