

GWC-UAW 2110 General Body Meeting

April 19, 2021

Etiquette & reminders

- Submit questions in the Q&A.
- Submit “**stack**” in the chat to be added to the queue -- you will be unmuted (but will not be able to turn your video on).
- **Critique the position/opinion, not the person.** If frustrated or upset, name what you are feeling and why.
- **Do not record this meeting.**

Agenda

- Review of the tentative agreement
 - Economic highlights
 - Non-economic highlights
- Ratification vote
- Opening up for contract questions

Index of Contract Articles

- Appointments
- Childcare
- Compensation and Payroll
- Discipline and Discharge
- Employment Files
- Grievance and Arbitration
- Health Benefits
- Health and Safety
- Holidays
- Intellectual Property and Research Integrity
- International Workers' Rights and Protections
- Job Posting
- Leaves of Absence
- Management and Academic Rights
- Non-Discrimination and Harassment
- Professional Development
- Recognition
- Retirement Programs
- Severability
- Tax Assistance
- Training
- Transportation
- Travel
- Union Access and Rights
- Union-Management Committee
- Union Security
- Vacation
- Workload and Work Quality
- Workspace and Materials
- Side Letters
 - COVID-19 Funding Extensions
 - Working Group on Power-Based Harassment
 - Hourly Rates
 - EOAA Changes
 - Summer Stipends for 9-month appts

ECONOMICS: Compensation

	2021-2022 AY	2022-2023 AY	2023-2024 AY
PhD workers	3% (2% increase + 1% lump sum increase when on appointment)	3% increase	3% increase
Master's and undergraduate workers	5% increase	3% increase	3% increase
Hourly rates	\$17	\$18.50	\$20

ECONOMICS: Compensation cont'd

- Raising the floor by over \$7,000 for School of Social Work and Mailman School of Public Health (effective in Y1)
- Nurses (now recognized in unit) will get a 67% raise
- Protections from late pay through Grievance and Arbitration

ECONOMICS: Summer Stipends (9-mo. appointments)

	Summer 2021	Summer 2022	Summer 2023	Summer 2024
Years 1-5 (6 in English/Theatre)	\$4,000 + \$1,000 (Covid relief)	\$4,500	\$4,750	\$5,000
Years 6-7	\$1,000 (Covid relief)	n/a	n/a	n/a

ECONOMICS: Childcare

- Permanent 100% increase in annual childcare subsidy to \$4,000 per child for ALL PhD worker parents
- Access to Adoption Assistance and Foster Parenting Program (\$5,000) for ALL PhD workers
- Provision of scheduling requests to accommodate childcare concerns
- Also key for parents:
 - Full coverage of dependent medical premiums for ALL PhD workers
 - New 2-week paid leave to care for immediate family + 54 hours annual sick leave that also includes caring for family

ECONOMICS: Health Benefits

- Full coverage of medical premiums for ALL PhD workers and their dependents
- Health fund to reimburse high-cost medical, dental, and vision out-of-pocket expenses (including premiums)
 - Y1: \$200k; Y2: \$225k; Y3: \$250k
 - Union and University decide administration process together
- New 2-week sick leave to care for self or immediate family (+54 hours sick leave annually)
- GWC representation on Student Health Advisory Committee
- Health benefits improvements won outside contract:
 - UNI access to health portal for dependents on CU health insurance
 - Decreased cost for diagnostic testing fees and ambulance transport
 - 25% discount at Columbia Dentists (previously 10%)

ECONOMICS: Side Letter on COVID-19 Funding Extensions

- Establishes a commitment in writing for the University to provide additional resources to doctoral students across all schools whose progress in research was interrupted by the pandemic

NON- ECONOMICS: EOAA

BEFORE	AFTER
APPEALS PROCESS	
<p>Appeals are heard by an administrator in the Provost's office.</p>	<p>Appeals will go to Neutral Appellate Officers selected via an advisory committee that includes Union representatives. Officers must have significant experience in higher education and/or in employment law and will receive training on EOAA policies.</p>
<p>The decision goes to the Provost for review and approval.</p>	<p>The decision of the Neutral Appellate Officer is final, and is not reviewed or approved by CU.</p>
<p>5 page double-spaced limit.</p>	<p>No page limit.</p>
<p>Grounds for appeal:</p> <ul style="list-style-type: none"> • New evidence has come to light. • There was a procedural error. 	<p>New additional grounds for appeal:</p> <ul style="list-style-type: none"> • Investigator bias or conflict of interest. • Policy interpretation. • Insufficiently protective changes to working conditions.
<p>Appeal conducted as 'deemed appropriate by the Appeal Officer'. Parties not allowed to meet with the Appeal Officer and advocate for themselves.</p>	<p>Specific steps for the appeal process include full review of the written record/evidence and meeting with both parties if they choose to.</p>

NON- ECONOMICS: EOAA

BEFORE	AFTER
EOAA PROCESS	
No union representation in the process.	Union representation and stronger role of the Advisor.
Access to evidence in Title IX cases only.	Access to all evidence, including recordings of the proceedings/interviews, for all complaints.
Right to review evidence in Title IX cases only.	Right to review and respond to evidence before the investigative report is submitted for all complaints.

All of the language in our contract on EOAA, including these changes and currently existing language, is enforceable through grievance and arbitration.

NON-ECONOMICS: Non-Discrimination and Harassment

- Transition support available when a complainant needs to switch advisors due to a hostile work environment, enforceable by grievance and arbitration.
- Interim measures during EOAA explicitly enforceable through grievance and arbitration.
- Retaliation strictly prohibited, also enforceable through grievance and arbitration.
- Explicit timelines on complaint updates and progress that we can enforce.
- If Title IX changes, complaint procedures can be re-negotiated.

NON-ECONOMICS: Grievance and Arbitration

- Establishes a 3-step grievance procedure for enforcing the contract with clear timelines for each step.
- Guarantees access to neutral and legally binding arbitration for grievances not resolved directly with the University.
- Warrants union representation at every step of the process.

NON-ECONOMICS: Recognition

- Recognition consistent with NLRB Certification of:
 - (On appointment) All Teaching Assistants, Teaching Fellows, Preceptors, Readers, Teaching Assistant IIIs, Graduate Research Assistants, and Department Research Assistants
 - (Casual employees) All who provide instructional services (including Course Assistants and Graders) for 15+ hours a week

NON-ECONOMICS: Discipline and Discharge

- Establishes just cause as a standard for discipline or discharge over job performance.
- Preserves purview of the University over academic standing or dismissal of students.
- Stipulates an opportunity to have a conference meeting prior to a job-related suspension or discharge.
- Guarantees prompt notification of the student worker and the Union of disciplinary actions.
- Creates an opportunity for more expedient resolution of grievances on this matter, especially for international student workers.

NON-ECONOMICS: Workload

- Establishes protection from being required to work more than an average of 20 hours per week.
- Right to reasonable work schedule
- Expedited grievance process when workload dispute cannot be resolved with the department chair.

NON-ECONOMICS: Appointments

- Establishes a clear timeline for notifications of funding and appointments and improves upon current practice that is inconsistent between programs and departments.
- Outlines the content of appointment letters and other information to be provided prior to the start of an appointment.
- Improves funding security for student workers to avoid last minute withdrawals of prior commitments.

NON-ECONOMICS: Health and Safety

- Memorializes provision of appropriate personal protective equipment (PPE).
- Provides protections against having to work in unsafe environments.
- Increases student worker input on health and safety issues.
- Guarantees protection against retaliation for reporting health and safety concerns.
- Codifies University compliance with New York State Workers' Compensation law.

NON-ECONOMICS: Int'l Workers Rights and Protections

- The University will host a presentation with an immigration attorney twice a year.
- Establishes a right to perform duties remotely if stuck outside the US for reasons like administrative processing.
- Establishes a right to be re-employed after a lapse in immigration status or work authorization.
- Guarantees reasonable amount of paid time off to attend to visa and immigration proceedings of the employee or their spouse/children.
- The University will work with the Union to assist an employee unable to enter the US.
- Establishes the University's commitment to timely complete all necessary documentation.
- Ensures the Union's participation on the University-wide International Student Leaders Committee.

NON-ECONOMICS: Union Security

- Creates a fair system of sharing the cost of union representation among all workers in the unit—union shop.
- Failure to pay union dues or agency fees will result in a penalty paid to the Health Benefits Support Fund.

What's next?

- Ratification vote

Open discussion

- Submit questions in the Q&A.
- Submit “**stack**” in the chat to be added to the queue -- you will be unmuted (but will not be able to turn your video on).
- **Critique the position/opinion, not the person.** If frustrated or upset, name what you are feeling and why.
- **Do not record this meeting.**