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

<table>
<thead>
<tr>
<th></th>
<th>2021-2022 AY</th>
<th>2022-2023 AY</th>
<th>2023-2024 AY</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD workers</td>
<td>3% (2% increase + 1% lump sum increase when on appointment)</td>
<td>3% increase</td>
<td>3% increase</td>
</tr>
<tr>
<td>Master’s and undergraduate workers</td>
<td>5% increase</td>
<td>3% increase</td>
<td>3% increase</td>
</tr>
<tr>
<td>Hourly rates</td>
<td>$17</td>
<td>$18.50</td>
<td>$20</td>
</tr>
</tbody>
</table>
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)

<table>
<thead>
<tr>
<th>Years 1-5 (6 in English/Theatre)</th>
<th>Summer 2021</th>
<th>Summer 2022</th>
<th>Summer 2023</th>
<th>Summer 2024</th>
</tr>
</thead>
<tbody>
<tr>
<td>$4,000 + $1,000 (Covid relief)</td>
<td>$4,500</td>
<td>$4,750</td>
<td>$5,000</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Years 6-7</th>
<th>Summer 2021</th>
<th>Summer 2022</th>
<th>Summer 2023</th>
<th>Summer 2024</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,000 (Covid relief)</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>BEFORE</th>
<th>AFTER</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>APPEALS PROCESS</strong></td>
<td><strong>APPEALS PROCESS</strong></td>
</tr>
<tr>
<td>Appeals are heard by an administrator in the Provost’s office.</td>
<td>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.</td>
</tr>
<tr>
<td>The decision goes to the Provost for review and approval.</td>
<td>The decision of the Neutral Appellate Officer is final, and is not reviewed or approved by CU.</td>
</tr>
<tr>
<td>5 page double-spaced limit.</td>
<td>No page limit.</td>
</tr>
</tbody>
</table>
| Grounds for appeal:  
  ● New evidence has come to light.  
  ● There was a procedural error. | New additional grounds for appeal:  
  ● Investigator bias or conflict of interest.  
  ● Policy interpretation.  
  ● Insufficiently protective changes to working conditions. |
| Appeal conducted as ‘deemed appropriate by the Appeal Officer’. Parties not allowed to meet with the Appeal Officer and advocate for themselves. | Specific steps for the appeal process include full review of the written record/evidence and meeting with both parties if they choose to. |
**NON-ECONOMICS: EOAA**

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

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

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