



GWC-UAW Local 2110

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