

This HGSU-UAW proposal is a comprehensive conceptual economic package proposal for an overall agreement. The proposal reflects *changes from the Union's latest proposals* on these topics, unless otherwise noted. HGSU-UAW reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If the concepts in this package proposal are not accepted in their entirety and without modification as described below, this proposal will be declared to be void and non-existent, and the Union will return to bargaining from its language proposed prior to this package proposal.

A. Compensation:

1. The salary/stipend rate increases in Section 1 and 2 of the Union's 11/22/19 proposal shall be 5% retroactive to July 1, 2019, and 3.5% in each subsequent year of the contract
2. For funded Ph.D. students working as TFs, the combined payments to such Ph.D. candidates shall consist of top-up payments and instructional compensation, but not summer research stipends, pursuant to current practice. Such combined payments shall in total be increased by no less than the amounts in section 1 above.
3. All teaching rates outside of funded Ph.D. packages, excluding teaching in DCE, shall be increased by at least: 5% retroactive to July 1, 2019 and 3.5% in subsequent years of the contract for all SWs.
4. Teaching rates for DCE courses shall be increased by at least: 5% retroactive to July 1, 2019 and 3.5% in subsequent years of the contract for all SWs. The base rate for these calculations shall be the DCE rate.
5. With the exception of DCE, SWs teaching outside of GSAS shall be paid the same minimum rates as SWs teaching at GSAS (but no top-ups).
6. The minimum hourly rate shall be \$25/hour, or a 5% increase over the current rate, whichever is greater.

B. Remission of tuition: No change

C. Effect on financial assistance: No change

D. Healthcare – Benefit-eligible SWs as defined below.

1. Mental health: \$500 yearly out-of-pocket maximum for SWs
2. Specialists: No change
3. Dental: 90% premium coverage (on current or substantially similar plan)
4. Dependent: 65% premium coverage for adult dependents, 100% premium coverage for children

E. Family-friendly:

1. Parental leave: No change: 12 weeks paid for all SWs
2. PAFS for benefits-eligible SWs (PAFS payment to offset paid leave)
3. Family and Medical Leave: 8 weeks paid; 4 weeks unpaid
4. "Childcare" support fund: \$650,000.

F. Benefits Eligibility:

Benefits Eligible Titles: All RA 1, RA 2, TF 1, TF 2, Pedagogy Fellow, Instructional Fellow, and Hourly Teaching Fellows with instructional responsibilities shall be benefits eligible. For all other positions (for example, CAs and hourly RAs), SWs who meet a combined threshold of an average of 17.5 hours/week across all appointments in a semester or summer term shall be benefits eligible.

G. Appointment Security:

1. No change for stipended RAs from UAW 9/9/19
2. For teaching appointments outside of guaranteed teaching periods, if enrollment is less than expected, it may be necessary to reduce or cancel a SW's teaching assignment. In that case, the University will transfer the SW to another course. If no course is available, the SW will be paid for the first two months of their appointment (e.g. August and September) to compensate the SW for the time spent preparing for the course.

H. Emergency Grant: \$50,000

I. Disability Insurance: Withdraw as part of package.

J. Transit: University's proposal but add a guarantee of the same MBTA discounts offered by school during the summer.

K. EAP: For benefits eligible.

L. Professional Development: Withdraw as part of package.

M. Retirement: Withdraw as part of package.

N. Housing: Side-letter that includes: During each month, rent shall not be due prior to a SW's pay date. SWs living in University-owned housing shall be able to pay rent and meal plans monthly without incurring fees. (no change in language)