

**This is a 1-page summary of our current tentative agreement.**

[A detailed summary and comparison to the 2020 contract can be found here](#) • [The full red-lined tentative agreement can be found here](#) • [The complete 2020 contract can be found here.](#)

### **Compensation**

- For **salaried** workers: 5% raises effective 7/1/21 (including retroactive payments), 4% raise 7/1/22, 3% raise 7/1/23, 3% raise 7/1/24
- For **hourly** workers: \$20 minimum effective 7/1/21 (including retroactive payments), \$20.50 7/1/22, \$21 7/1/23
- **Pay parity for HSPH** effective 7/1/21 (including retroactive payments)

### **Protections from harassment and discrimination**

- A **legal support fund** for student workers, including those going through the Title IX process (\$100,000 a year, meaning \$400,000 for the length of the agreement)
- **Appellate arbitration** for discrimination and harassment in cases of bias and/or new evidence, except for cases falling under Title IX
- Ability to bring all cases, including Title IX-related cases, to an independent mediator after internal processes are completed (a mediator cannot force either party to do something)
- **100% pay** for research assistants leaving a laboratory or workplace due to harassment or discrimination
- **“Caste”** recognized as a protected identity in our contract
- Procedural guarantees for internal processes around **academic retaliation**

### **Benefits and protections**

- An **increase in additional benefit funds** for copays, out-of-pocket and dental costs, dependent premiums, child care, and emergencies to a total of \$1,150,000 for the first year, \$2,150,000 for the second year and \$2,750,000 for the third and fourth years, including ability to provide parents grants from the childcare fund
- Access to these funds for hourly workers after 280 hours of work per 6 month period (January 1-June 30; July 1- December 31), beginning in 2022
- **75% premiums for a preventative dental plan** for salaried PhDs (beginning next year)
- \$30,000 yearly **legal fund** for international students facing visa issues
- **70% pay for cancelled classes**
- Recognition of home as a workplace and guarantees for reimbursement of materials purchased for the home office
- Clarification regarding bike benefit eligibility

### **Union access and security**

- **\$65,000 in funding** to support the administration of our benefits funds
- Every student worker **has to choose whether or not to be in the union** within 30 days of receiving their appointment letter
- If the University doesn't let the union attend an orientation, it has to schedule a **union-specific make-up orientation**
- Ability to **send every incoming student a packet of information** about union membership