

# Issue Six

of the NYU graduate  
union newsletter



# *GSOC Demands Health Care Equality!*

GSOC fought long and hard to win a labor contract that puts the health of graduate workers first. But when it comes to administering the health benefits in the contract, NYU's unfair policies and unworkable systems are making us feel ill. It's a stressful and irrationally expensive situation that demands action. In response, GSOC is launching a campaign to stop an epidemic of problems in NYU's health care implementation.

The list of health care issues is long, but they boil down to a lack of health-care equality across the graduate schools and programs at NYU.

Here are just a few of the lowlights and what NYU must do to fix them:

## **1. Health Insurance Premiums**

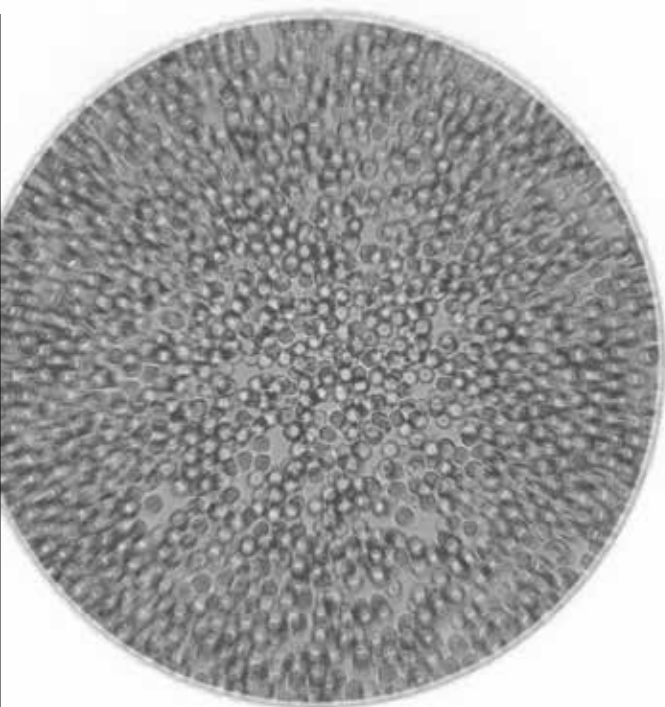
NYU has announced a 24% increase in health care premiums for 2016-17, and has blamed it on insurance provider CHP. NYU must compensate members for the difference in premium cost as a result of the 2016-17 premium increase or any increase in costs to graduate employees.

## **2. Access to Benefits**

NYU is arbitrarily awarding different levels of benefits to workers based on the time of year when they are employed, creating unfair penalties for certain groups of workers, especially "late" mid-semester hires. NYU must provide the basic health care plan at 10% of the cost to all bargaining unit members.

## **3. Gender Equality and Parental Leave**

NYU currently does not offer parental leave for graduate student workers of any gender and does not offer adequate health services to trans students. NYU must extend its parental leave policies offered to certain employees to all its workers, including graduate students. It must institute a clear parental leave policy for doctoral students and working Masters students who are the primary caregiver of a child, regardless of their gender. This includes 6 weeks of paid leave, during which the graduate students maintain all benefits and health care coverage. Additionally, for each child and accompanying parental leave, medical coverage must be extended for one semester. NYU also must include in-network healthcare providers who provide care for trans students.



## *What You Can Do About It*

Join us in our struggle for better health care coverage for all graduate workers! Here are just a few ways you can make a difference for all:

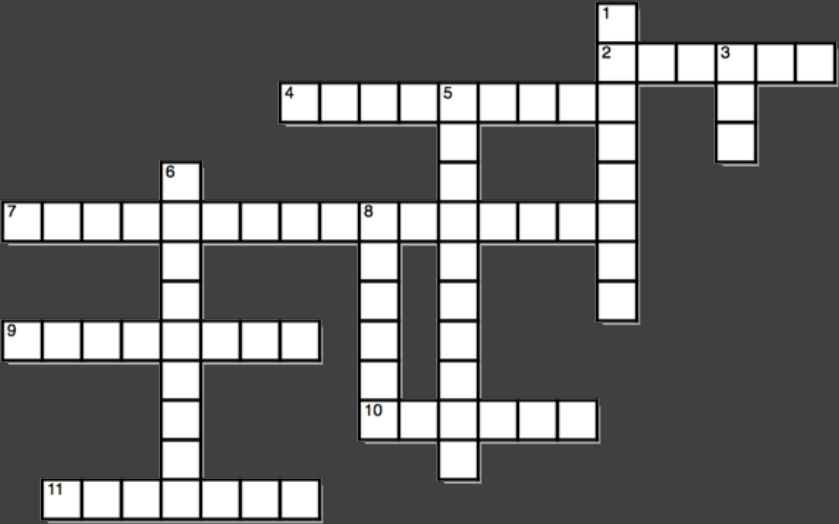
- Flyer with us.
- Check in with your friends to make sure they're getting their contractually mandated coverage.
- Join an organizer on a department meeting or new department walk-through.
- Host a meeting in your own department.
- Come to one of our twice-monthly health care campaign meetings/workshops.

Get wired in by joining the GSOC activist listserv for important announcements. For more information, reach out to us at

**[gsoc.organizing@gmail.com](mailto:gsoc.organizing@gmail.com)**

And as always, for further information as well as an invaluable primer on your health care benefits under the contract, go to:

**[www.makingabetternyu.org](http://www.makingabetternyu.org)**




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**ACROSS**

- 2 NYU will do this for 90 percent of the out-of-pocket cost of a graduate worker's health insurance
- 4 This subsidy goes to taking care of your tykes
- 7 Go to this website for important information about your union benefits
- 9 If you get some of this before the semester, you could be reimbursed \$150 per day (see contract, Article VIII, section C)
- 10 Every graduate worker gets one of these detailing pay and hours
- 11 Your teeth are happy that the contract gives you free access to this health insurance

**DOWN**

- 1 These have gone up way too much
- 3 GSOC is part of this union
- 5 These loved ones have access to health care under the contract
- 6 Sign one of these, and vote in the next GSOC election
- 8 If you have to do this as part of your job, you could get money back



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