

GSOC/UAW 2110 Proposal

The following is the Union Bargaining Committee's recommended initial proposal for bargaining. Once approved, it will be presented to the University. This is a starting point for negotiations and is subject to bargaining. Once we reach a tentative agreement on a contract with NYU, we will bring it to the membership for a vote. We will need everyone's strong support to move the Administration to reach the best tentative agreement possible. We propose the following for all bargaining unit members:

PAY:

- Establish fair minimum overall compensation rates
- Ensure fair annual increases

FEE/TUITION WAIVERS:

- Waive or remit all fees/tuition

HEALTH BENEFITS:

- Ensure fully-paid health care for employees and their families
- Improve coverage including dental, vision care and out-of-network benefits
- Rescind all benefit reductions made since 2005

FAMILY AND OTHER BENEFITS:

- Ensure Child Care subsidy of \$2500 per semester for each child
- Ensure access to flexible spending accounts, including for pre-tax transportation benefits
- Ensure access to lactation rooms
- Provide up to two semesters of leave for medical reasons; to care for children, partner, or parent with a serious health condition; or to care for a newborn, newly adopted or newly fostered child. Health care and library privileges shall be continued under such leaves. The University shall not unreasonably deny requests to extend such leave for an additional two semesters.
- Establish that NYU shall not unreasonably deny requests for other personal leave for up to four semesters.
- Ensure that employees who work 12 months out of the year shall be entitled to four weeks of paid vacation; employees who work less than 12 months shall be entitled to pro rata amounts
- Establish Professional Development Fund to enhance teaching and other professional development opportunities
- Increase access to employment opportunities
- Increase access to subsidized housing

WORKLOAD AND PROFESSIONAL CONDITIONS:

- Establish fair workload protections
- Ensure appropriate professional working conditions, e.g., office space, equipment, training, mailboxes, business cards, etc.

UNION RIGHTS:

- Recognition of the Union as the exclusive collective bargaining agent for graduate employees per the November 26 agreement between GSOC/UAW 2110 and NYU
- Union Activity fund for GSOC/UAW 2110 staff positions, union training, office space and equipment
- Union participation at all TA and other employee orientations
- Allow employees who choose to do so to make voluntary paycheck deductions to the UAW political action fund (V-CAP)
- Mutually-agreed upon panel of outside neutral arbitrators to decide grievances if they cannot be resolved by the Union and NYU

RESTORE THE FOLLOWING PROVISIONS FROM THE FIRST GSOC/UAW 2110 CONTRACT (with slight modifications to be pursued in parentheses):

For the full 2001-2005 contract document click: [GSOC/UAW 2110 2001-2005 Contract](#)

- Provision of bargaining unit information to the Union
- Union Security & Union Dues check off
- Terms of Appointment
- Union Officers & Meetings
- Bulletin Boards (electronic bulletin boards)
- Employee right to review employment file
- Professional Conditions
- Travel and Meal Allowance
- Employee Assistance Program
- Health and Safety Committee (expand to include NYU-Poly)
- No Discrimination clause (add Gender Identity and Expression and Citizenship Status as protected categories)
- Discipline and Discharge (Just cause protection)
- Maintenance of Benefits
- Grievance Procedure
- Notice to the Union
- Conformity to Law-Savings