

UNION PROPOSAL – FEBRUARY 16, 2015

In order to facilitate the continuation of the mediation process we are sending you this on the record response regarding open economic issues which we believe can be a framework for settlement.

1. Bonus:
 - a. 2013-2014 Academic Year: \$250 for all employees
 - b. 2014-2015 Academic year: \$500 for all employees (\$250 for each semester worked) except Non-Teaching Masters Employees, see "5" below.

2. Guaranteed Total Compensation for Fully-Funded PhD Candidates:
 - a. 2014-2015 – To begin in Academic Year 2015-2016:
 - b. 2015-2016 – Combined stipend and teaching pay increased at least 3.5%
 - c. 2016-2017 – Combined stipend and teaching pay increased at least 3.0%

3. Teaching Pay*:
 - a. 2014-2015 – \$124/contact hour (3.0% as per UAW Local 7902 agreement)
 - b. 2015-2016 – \$128/contact hour (3.5% as per UAW Local 7902 agreement)
 - c. 2016-2017 – increased by 3.0%

*Effective Academic Year 2015-2016 Ph.D TA pay rates at Poly will be increased by the across the board percentages contained in this proposal or will be converted to the UAW Local 7902 pay rate, whichever is higher.

4. RA rate:
 - a. 2014-2015 – \$25,686
 - b. 2015-2016 – increased by 3.5%
 - c. 2016-2017 – increased by 3.0%

5. Non-teaching Masters Employees (mostly Poly employees):
 - a. 2014-2015 – Fall \$250 bonus; Spring 2015 \$15/hr. min. or 2.5%, whichever is greater
 - b. 2015-2016 – \$17/hr. min or 3.5%, whichever is greater
 - c. 2016-2017 – \$20/hr. min or 3.0%, whichever is greater

6. All other work/duties, including but not limited to, Teaching Administrative Pay (2013-2014 rate \$1,092.71 per semester) and Course Assistants (2013-2014 rate \$2,732.30 per semester):
 - a. 2014-2015 – increased by minimum 2.5%
 - b. 2015-2016 – increased by minimum 3.5%
 - c. 2016-2017 – increased by minimum 3.0%

7. Individual Health Insurance for all employees not currently receiving healthcare paid for by the University:

Effective Spring 2015 – 100% individual health premium fully paid by the University.

8. Family Healthcare:

- a. Effective 2015-2016 – \$200,000 fund to be utilized for subsidizing family healthcare premiums, increased in subsequent years by 10%. After the enrollment period, any unused amount may be used to cover out of pocket expenses related to dental services not covered by the StuDent dental plan.
- b. 2016-2017 – \$220,000 fund to be utilized for subsidizing family healthcare premiums, increased in subsequent years by 10%. After the enrollment period, any unused amount may be used to cover out of pocket expenses related to dental services not covered by the StuDent dental plan.

9. Dental:

Effective Academic Year 2015-2016 StuDent coverage fully paid for by the University.

10. Tuition and Fees:

Effective Academic Year 2015-2016 – all fully funded Ph. D. candidates will have tuition and fees paid by the University*

* = Ph.D. candidates in Steinhardt will have tuition reimbursed for courses taken after funded years while working, if in a reasonable period of time, the person takes a course that he/she was unable to take during funded years.

11. Childcare:

- a. Effective Spring 2015: \$1000 per child under age 6
- b. Effective Academic Year 2015-2016 – \$1000 per child under age 6 per semester

12. Union Activity:

Effective Academic Year 2015-2016 – Accept the University's proposal to pay total compensation, in accordance with the contract - stipend and teaching pay, RA rate or Poly rate - for 3 employees each year, released to enforce the contract.

The union reserves its right to modify its positions regarding the economic package, and we also reserve our right to modify our position on any non-economic issue not previously agreed to, or on any specific language of the contract not previously agreed to by the parties.