

SUMMARY OF AGREEMENTS REACHED WITH NYU TO DATE:

- Recognition clause stating who is included in accordance with the Election Agreement
- NYU will give notice to union of a major re-organization
- NYU to provide union with list of all grad employees within 30 days of start of semester [sticking point is anticipated weekly hours]
- Union Security- NYU agrees to union shop
- NYU will issue appointment letter to each graduate employee within 10 days of start of on-site responsibilities setting forth the amount of compensation, duration, expect average # of hours per week and any other relevant terms and condition established by the Department/Program.
- If position become unavailable due to cancellation or similar reasons, NYU to assign employee to comparable position for duration of employment
- No grad employee shall be required to perform a service for the benefit of any other university employee that is entirely personal in nature.
- Grad employees required to enroll in any course, including ESL language training, as a condition of employment, shall have tuition/fees for such courses waived.
- Grad employees shall be paid bi-weekly commencing no later than 14 days after effective date of appointment. Option of direct deposit shall be available
- Union may designate Unit Chair and up to 30 stewards.
- NYU to provide meeting space for general union meeting up to 3X per academic year.
- NYU to include a union welcome letter + union member card with appointment letter.
- NYU to provide [physical] bulletin boards in reasonably accessible place for union notices. NYU to allow union to post meeting notices on electronic bulletin boards in public places.
- Grad employees to have access to record of employment on same basis as for student records.
- Grad employees to have reasonable access to desk space, telephone, voicemail. [GSOC proposes to add necessary supplies and equipment to this provision]
- Grad employees shall have reasonable latitude where appropriate to exercise professional judgment about assignments within scope of supervisor's direction.
- Grad employees shall receive appropriate acknowledgment of their projects or contributions to projects in such instances in which acknowledgment is customarily publicly given by university.
- Grad employee pre-semester training/ organizational session pay to increase to \$150/day.
- Grad employees get same out of town travel reimbursement as faculty for authorized travel
- Grad employees reimbursed for local transport for authorized required commute. The use of other means of transportation will be reimbursed if approved by supervisor.
- Grad employees to have same Employee Assistance Program as other university employees.
- Same holiday schedule as university's general schedule. If required to work on a holiday, grad employee to get another day off in the same semester.
- NYU will not unreasonably deny paid leave of reasonable duration for grad employee's illness, illness of grad employee's child, religious observance or bereavement. If employee's illness is 14 days or longer, NYU must make alternative arrangements for coverage of assignment.
- Paid leave for jury service.
- No unreasonable denial of request for unpaid personal leave for reasonable duration.
- NYU to make reasonable attempts to maintain workplace and equipment in safe working condition. Joint health and safety committee of 2 university and 2 union reps
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No discrimination by reason of race, religion, color, national origin, citizenship, sex, sex orientation, gender identity and expression, age, disability, marital or parental status, veteran status, union activity or any characteristic or factor protected by law. Grievances over a violation to be expedited. NYU to prominently post sexual harassment policy.

- Just cause protection for discipline or discharge.
- Job posting within departments for departmental assignments. University-wide posting for openings where departments/programs customarily employ non-department grads.
- No provision of agreement will be construed to lower compensation rate of any grad employee. Grad employees receiving wages and conditions of employment that are higher/better than specifically provided in the contract shall continue to receive them.
- Legally enforceable grievance procedure with the right to go to an outside, neutral arbitrator who can issue binding decision and right to union representation at each step.
- NYU to provide notice to the Union at its address and the Union will provide notice to NYU at its address.
- Conformity to Law - Savings Clause - if any part of agreement becomes illegal, university and union will sit down and bargain replacement clause.
- No Strike, No Lockout - agreed upon resolution of entire contract. (same language as initial GSOC contract)
- Management and Academic Rights - agreed upon resolution of entire contract (same language as initial GSOC contract)
- Entire Agreement - agreed upon resolution of entire contract (same language as initial GSOC contract)