

GSOC POSITION SUMMARY	NYU POSITION SUMMARY
<p><u>Term:</u></p> <ul style="list-style-type: none"> <li>Retroactive to 1.1.14. Open on total length based on terms of agreement.</li> </ul>	<p><u>Term:</u></p> <p>9/1/14-8/31/20</p>
<p><u>Wages:</u></p> <ul style="list-style-type: none"> <li><b>Teaching Employees:</b> As of 1/1/14: Minimum for PhD employees is \$18,500 per semester in total comp; for Masters employees, \$14K per semester in total comp;</li> <li><b>Course Assistants (or with substantially similar duties): \$25/hour minimum as of 1.1.14.</b></li> <li><b>Non-Teaching PhD: \$35/hour minimum as of 1.1.14</b></li> <li><b>Non-Teaching Masters (which is most unionized grad employees at Poly): \$20/hour minimum on 1.1.14 to be increased by \$2/hour effective 9.1.14 and each September 1 thereafter</b></li> <li><b>Minimum rates for all positions other than non-teaching Masters employees increase by 4% effective 9/1/14 and 4.5% each September 1 thereafter.</b></li> <li>Positions with current rates above these minimums get increases on their rate as follows: <b>4% 1.1.14, 4% 9.1.14, 4.5% each Sept 1 thereafter</b></li> </ul>	<p><u>Wages:</u></p> <ul style="list-style-type: none"> <li>Minimum for teaching pay will be based on whatever the adjunct union (UAW 7902) negotiates.</li> <li>Minimum for all other duties: Effective 9/1/14, \$13/hour. Minimum will increase by \$1/hour each subsequent year of the contract to \$18/hour effective 9/1/19.</li> <li>Onetime bonus payment of \$250 to all employees employed during academic year 2013-14.</li> <li>No graduate employee receiving a fellowship stipend shall have stipend reduced as a consequence of assignment to a union position.</li> </ul>
<p><u>Health Care:</u></p> <ul style="list-style-type: none"> <li>NYU will cover 100% of premium for GSHIP for individual or family coverage for all employees at Washington Square and Poly for any academic year in which person works at least one semester during year. <b>Poly employees must be moved into NYU Plan no later than AY 2015-16.</b></li> <li>Reduce out of pocket maximum; prescription co-pays, doctor visit co-pays, SHC co-pay etc. to 2011-12 levels. <b>Implement mail order prescription plan by no later than AY 2015-16 in order to save costs.</b></li> <li>Implement faculty dental/vision or equivalent</li> <li><b>Implement joint cost containment committee to explore options, including self-funding.</b></li> <li>Extension of health care for up to two semesters for illness of self, family member or child care if grad is employed currently or was employed in previous 12 months</li> <li>provide flex spending accounts for health care, child care, transportation benefits</li> </ul>	<p><u>Health Care:</u></p> <ul style="list-style-type: none"> <li>NYU will continue to pay individual coverage for comprehensive plan for funded students whose appointment letter specifies (status quo)</li> <li>NYU will pay 50% of basic individual coverage for other grad employees at Washington Square</li> <li>NYU will pay 50% of Poly Plan (lower level than Washington Square basic) for Poly grads. Poly grads will be switched to NYU plan at NYU's discretion but no earlier than 9/1/15.</li> <li>NO to all other health care improvements including family coverage, dental, vision, reversal of 2012-13 benefit cuts, extension of health care, flex spending accounts</li> </ul>

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<u>Child Care Benefits:</u> <ul style="list-style-type: none"> <li>• \$2500/semester per child per employee</li> </ul>	<u>Child Care Benefits:</u> <ul style="list-style-type: none"> <li>• NYU says they will improve current amount based on the rest of the economic package. They have not committed to any specific numbers.</li> </ul>
<u>Tuition Remission:</u> <ul style="list-style-type: none"> <li>• <b>Waive all tuition/fees for PhD employees</b></li> <li>• <b>Effective 9.1.14, waive 50% tuition/fees for Masters employees. Phase in 100% waiver over life of contract, timing dependent on final duration.</b></li> </ul>	<u>Tuition Remission:</u> <ul style="list-style-type: none"> <li>• NYU will continue to cover tuition/fees for grad employees whose appointments so specify.</li> <li>• NO to any other improvement</li> </ul>
<u>Vacation:</u> <ul style="list-style-type: none"> <li>• <b>2 weeks paid vacation after 26 weeks for PhDs; 1 week paid vacation after 26 weeks for Masters</b></li> </ul>	<u>Vacation:</u> <ul style="list-style-type: none"> <li>• One week paid vacation guaranteed for employees who work 26 consecutive weeks</li> </ul>
<u>Union Rights:</u> <ul style="list-style-type: none"> <li>• \$200K/year to cover cost of GSOC-dedicated staff and campus office for such staff</li> <li>• Grad employees appointed to Health and Safety committee for union shall be paid for their committee time</li> <li>• Union to have info table outside TA training orientation and granted 30 minutes for union presentation at training. Union to have info table at Poly during general student orientation.</li> </ul>	<u>Union Rights:</u> <ul style="list-style-type: none"> <li>• Up to three grad employees approved by university will be paid at adjunct rate per semester to handle grievance and enforce contract. Total cost to university would be between \$40-50K/year. Would exclude grads after 7<sup>th</sup> year and recent graduates.</li> <li>• NO to office space</li> <li>• Union to have info table outside TA training for one hour before and one hour after training. NO to presentation. No agreement on Poly.</li> </ul>
<u>Workload:</u> <ul style="list-style-type: none"> <li>• Proposed language based on first contract which contemplates an average of 20 hours/week with minimum increased if regular schedule averages above 20.</li> </ul>	<u>Workload:</u> <ul style="list-style-type: none"> <li>• Teaching pay based on “contact” hours negotiated by adjunct union.</li> <li>• NO to workload protection for non-teaching grad employees</li> </ul>
<u>Professional Development Fund:</u> <ul style="list-style-type: none"> <li>• Up to \$1K/academic year in year in employee is employed. Unused amounts can be rolled over to following year.</li> </ul>	<u>Professional Development Fund:</u> <ul style="list-style-type: none"> <li>• NO to including anything in the contract. NYU considers this an academic issue about which they are not required to bargain</li> </ul>
<u>Housing:</u> <ul style="list-style-type: none"> <li>• Expand GSAS subsidized housing to all schools and increase overall # of slots</li> <li>• Improve access for families</li> </ul>	<u>Housing:</u> <ul style="list-style-type: none"> <li>• NO to including anything in the contract. NYU does not believe that this is mandatory for them to bargain about</li> </ul>
<u>Dues Deductions:</u> <ul style="list-style-type: none"> <li>• Regular dues should be based on total compensation when working.</li> <li>• Allow employees option of additional voluntary deduction for UAW political fund</li> </ul>	<u>Dues Deductions:</u> <ul style="list-style-type: none"> <li>• Dues deductions will be based solely on adjunct teaching pay rate or hourly rate.</li> <li>• No agreement on voluntary deduction for UAW political fund</li> </ul>