

# 2014-2015

## Assistantship Information

(Minimum hourly rates and earnings may increase)

This information does not apply to Graduate Student Hourly

<b><u>Dates:</u></b>	for TA's and TO's:	AY	8/31/14	to	5/23/15	(38 weeks)
		Fall	8/31/14	to	1/10/15	(19 weeks)
		Spring	1/11/15	to	5/23/15	(19 weeks)

All other appointments may run any # of weeks between 5/25/14 to 5/23/15

International students may work up to 40 hours per week during intersession, 12/15/14 to 1/19/15 and from June through August.

**PARTICIPATION AGREEMENT** –One time only; must be on file with the Graduate Assistantship Office prior to the approval of the first Graduate Assistantship from. Print at: <http://amherst.cvip-umass.net/pdfs/student.pdf>

**Campus Minimum Hourly Rate:** \$22.76 per hour

### **Minimum Earnings for Tuition and Curriculum Fee Waiver:**

*Summer 14	\$3,186.40
Fall 14	\$4,324.40
Spring 15	\$4,324.40
*Summer 15	\$3,186.40

Summer 14 Earnings between May 25, 2014 and August 30, 2014 that are in excess of \$3,186.40 will be applied towards calculating tuition and Curriculum Fee waivers for the Fall 2014 and Spring 2015 semester.

\*Note: Summer waivers are applied towards the per credit enrollment of thesis or dissertation. They do not waive Continuing Education Registration fees.

### **Health Benefits:** (WORKING GRADUATE ASSISTANTSHIPS ONLY)

All qualified earnings between **May 25, 2014 and May 23, 2015** will be used to calculate Health Plan exemptions for the AY 14-15.

- **\$4,324.40** 95% exemption of the Student Health Fee for that semester, 90% exemption of the Family Plan for that semester and a 95% exemption for Fall and Spring Student Health Benefit Plan (SHBP).
- **\$8,648.80** 95% exemption of the Student Health Fee for Fall and Spring, 90% exemption of the Family Plan for Fall and Spring semester and a 95% exemption for Fall and Spring Student Health Benefit Plan (SHBP).

Health Plans run:      Fall Plan Aug. 1 to Jan. 31                      Spring Plan Feb. 1 to July 31

**Students who register for less than 5 credits or pay the Continuous Enrollment Fee** are not automatically enrolled for Health Insurance and must contact UHS directly for enrollment information.

**Dental and Vision Benefits (Administered by UAW/UMASS Health and Welfare Trust):** Graduate student employees who earn at least \$4,324.40 in a GEO-eligible position are eligible to receive 12 months of dental and vision benefits. The dental and vision benefits plan year is 10/1 to 9/30 of each year. Electronic enrollment for plan year 2014-15 starts on 9/1/14 and the online application is available at [www.hwtrust.geouaw.org](http://www.hwtrust.geouaw.org). This website includes a complete list of plan benefits, eligibility guidelines and enrollment procedures (there are five open enrollment periods). The first open enrollment deadline is 9/26/14. Contact the Health and Welfare Benefits Administrator for more information: [uawdental@external.umass.edu](mailto:uawdental@external.umass.edu).

**Wellness and Childcare Benefits (Administered by UAW/UMASS Health and Welfare Trust):** Eligible graduate student employees may be reimbursed for gym fees (<http://www.hwtrust.geouaw.org/wellness>) and childcare costs <http://www.hwtrust.geouaw.org/families>). For more information contact the Health and Welfare Benefits Administrator: [uawdental@external.umass.edu](mailto:uawdental@external.umass.edu).

**1.0 GEO FTE = 760 annual hours. Examples: 20 hours per week for 19 weeks=380 hours=.5 FTE; 20 hours per week for 38 weeks=760 hours=1.0 FTE.**

**Vacation and Other Time Off:** (pro rated if less or more than 1 FTE)

➤ **Vacation = 1 day per month**

*Example: For a 20 hour per week appointment, vacation time equals 4 hours per month.* You can use the multiplier .0473 times the total number of hours to determine Vacation time. TAs and TOs must take vacation time during Winter break or Spring break unless agreement is reached with department head that an alternative schedule would be acceptable. RA's and other graduate student employees may take vacation at any time, provided they obtain prior written approval from the supervisor. Vacation leave cannot be carried over beyond the contract period in which is earned.

➤ **Additional Time (For religious observances, personal leave, illness) = 24 hrs. per semester for a FTE (fulltime) position or 17 hrs per 14-week summer session.** For the academic year use the multiplier .063 times the total number of hours to determine Additional time during the semester. *Example: For a 20 hr per week appointment, Additional Time equals: 20 hrs x 19 wk. x .063 = 24 hours/semester.* For the summer session, use the multiplier .061 times the total number of hours to determine Additional Time during the summer. *Example: 20 hr per week appointment during the summer, Additional Time equals: 20 hrs x 14 wk x .061 =17 hours/summer. Reminder: Additional Time cannot be carried over beyond the academic year or summer session in which it is earned.*

**Holidays:** TAs and TOs who normally work on a day when the University is closed due to a holiday shall not be required to work on that day and shall receive pay for that day. However, when class days are switched (e.g. Monday is on a Wednesday) workdays will be switched as well. RAs and other graduate student employees who are required by their supervisor to work on a University holiday shall receive compensatory time off unless such requirement is part of the graduate student employee's job description. The following days are considered holidays:

New Year's Day	Washington's Birthday	Memorial Day	Labor Day
Columbus Day	Veteran's Day	Thanksgiving Day	Christmas Day
Martin Luther King Day	Patriot's Day	Independence Day	

**Budget information for Departments:**

**Health and Welfare Fund**

effective first pay period in June 2014. \$15.00 per week per FTE or \$ 0.75 per hour

**Curriculum Fee Charge-Back – Detailed information can be found at:**

<http://www.umass.edu/fca/sites/default/files/resources/Grad%20Curr%20Fee%20Rate%20Memo%20FY2015.pdf>

**GEO Health Charge-Back – Detailed information can be found at:**

<http://www.umass.edu/fca/sites/default/files/resources/GEO%20Memo%20FY2015.pdf>

For help calculating the cost to the funding account go to [https://igams.research.umass.edu/calculators/GS\\_fringe\\_calc\\_a.jsp](https://igams.research.umass.edu/calculators/GS_fringe_calc_a.jsp) and choose Graduate Student Fringe and Curriculum Fee Calculator