

UAW 2322, Graduate Employee Organization Tentative Agreement Summary

	New Language	Old Language
Wages	<p>2012-2013 3.5% wage increase effective September 2, 2012. New minimum hourly rate of \$21.99. Continuing and Professional Education For each three-credit course with enrollment of 2-7 students \$350/student For each three-credit course with enrollment of 8-11 students \$3150 For each three-credit course with enrollment of 12-21 students \$4032 For each three-credit course with enrollment of 22-31 students \$5418 For each three-credit course with enrollment of 32-41 students \$6674 For each three-credit course with enrollment of 42-51 students \$8034 For each additional student \$150</p> <p>2013-2014 3.5% wage increase effective September 1, 2013. New minimum hourly rate of \$22.75. Continuing and Professional Education For each three-credit course with enrollment of 2-7 students \$350/student For each three-credit course with enrollment of 8-11 students \$3244 For each three-credit course with enrollment of 12-21 students \$4152 For each three-credit course with enrollment of 22-31 students \$5580 For each three-credit course with enrollment of 32-41 students \$6874 For each three-credit course with enrollment of 42-51 students \$8275 For each additional student \$150</p>	<p>Old minimum hourly rate was \$21.25.</p> <p>Continuing and Professional Education No classes run below 8 students. For each three-credit course with enrollment of 8-11 students \$3000 For each three-credit course with enrollment of 12-24 students \$3840 For each three-credit course with enrollment of 25-34 students \$5160 For each three-credit course with enrollment of 35-44 students \$6480 For each additional 10 students \$1320</p>
Health Fees	<p>2012-2013 \$3,000 cap on coinsurance. \$250 cap on copays limited to those items in Appendix A.</p> <p>2013-2014 \$3,000 cap on coinsurance. \$250 cap on all copays.</p>	<p>\$5,000 cap on coinsurance. \$250 cap on copays limited to those items in Appendix A.</p>
Childcare	<p>“The parties agree that an appropriate function of the Health and Welfare Fund is to provide, at the discretion of the Health and Welfare Fund trustees and in accordance with applicable Trust Fund documents, child care support to eligible graduate student employees.”</p>	<p>“Effective August 30, 2008, an annual payment of \$45,000 shall be made from the Health and Welfare Fund and allocated to eligible graduate student employees for child care support.”</p> <p>The trustees asked for more latitude over the amount spent, as the number of graduate employees requesting funding fluctuates every year.</p>
Continuing and Professional Education Appointment	<p>Continuing and professional Education appointment/reappointment language is eliminated, concurrent with a contractual policy of running classes with fewer than 8 students.</p>	<p>Classes used to be divided into classes designated likely to meet and not likely to meet, based on meeting an 8 student minimum. 90% of classes in a given department were supposed to be designated likely to meet. These designations had an impact on whether graduate student employees received a \$500 course preparation fee, but were difficult to police for both the union and the University.</p>
Retroactivity	<p>Active graduate students will be eligible for retroactive salary payments.</p>	