

Bargaining: GTFF & University Proposals Comparison as of 8/21/19

This chart is not intended to be a complete representation of all proposals. It provides an overview of key issues. The full GTFF original proposal is available on the [union's website \(http://gtff3544.net/2018-2019-bargaining\)](http://gtff3544.net/2018-2019-bargaining). The university's latest proposal is outlined on the [Human Resources website \(hr.uoregon.edu/GTFFbargaining\)](http://hr.uoregon.edu/GTFFbargaining). **Proposal descriptions are updated as counter-offers are submitted.**

Issue	GTFF Proposal	UO Proposal
Salary Increase	GEs at minimum salary receive 4% increase each year of a 3-year contract	All GEs receive 1.85% increase in each year of a 3-year contract
Health Insurance	University pays 95% of health care premiums for the academic year and the summer to the extent health care premiums increase between 0 and 9.9% (current contract is 95% for the academic year and 80% over the summer.) The proposal introduces a cost-sharing model for premium increase over 10%. The tiered model decreases the university's contribution from 100% as premium increases exceed 10%.	In a mediation proposal, which expires on September 13, UO offered a counter to the GTFF cost sharing model that increased funding for GE insurance in FY 19-20 and incentivizes the GTFF insurance trust to implement reasonable cost containment measures over the term of the contract.
Summer Support	The university pays \$200,000 a year into a fund that provides financial assistance for GEs over the summer, with a particular focus on international GEs. The GTFF rejected the university's summer GE position proposal.	Re-assert above proposal to create GE position specific to the summer term that does not require course enrollment and would not include tuition or fee remission.
Fees	GE responsible for \$61 for fees per term	GEs responsible for \$325 for fees per term GE salaries increased by \$264 to offset fee increase
Childcare Support	Graduate students considered "university student" over the summer for purposes of childcare costs at university-owned child care facilities regardless of enrollment or employment status.	Increase childcare hardship fund from \$575 to \$700 and allow it to be used once per academic year for children up to five years of age. (Current contract allows the fund to be used once during the first 18 months of a child's life/adoption)
Absences	8 weeks of paid leave for birth, adoption or foster placement; GE must first use accrued paid leave	Pilot program for paid parental leave that allows 6 weeks of paid leave for birth, adoption or foster placement; GE must first use accrued paid leave

Immigration and International Students	University shall not allow immigration enforcement without warrant and commits to annual notification to campus. <i>Sides reached tentative agreement on article</i>	
Housing	Withdrew proposal	Graduate students are represented on two separate housing committees, addressing student housing and family housing Reasserted that there are assistance programs already in place for graduate students and graduate employees experiencing financial hardship (i.e. Jesse M. Bell loan and Graduate Student Assistance Fund).
Curriculum	Departments shall inform GEs when changes to undergraduate curricula are made which have a substantial impact on GE work conditions (examples provided), GEs may provide feedback on curricula	Departments shall inform GEs when changes to undergraduate curricula are made which have a substantial impact on GE work conditions, GEs may provide feedback on curricula
Training	GEs allowed up to 6 hours of paid training per academic year. Departments must adjust FTE or workload accordingly	GEs allowed up to 6 hours of paid training per academic year. Departments must adjust FTE or workload accordingly