

University of Oregon/GTFF Negotiations 2018-2019

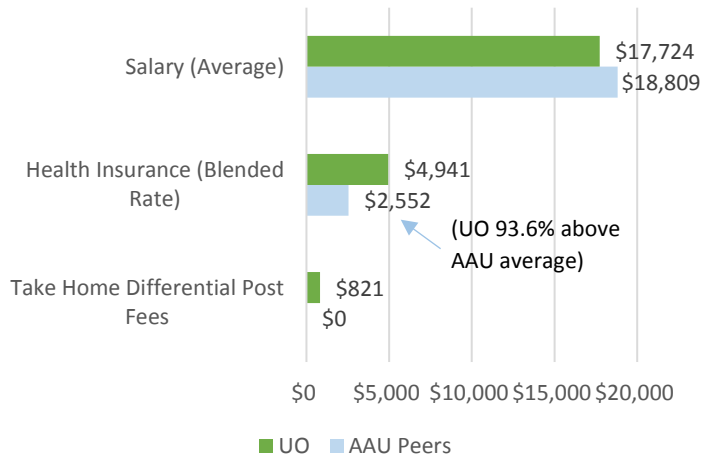
UO Principles

- Maintaining high-quality and successful graduate programs through aligning benefits and compensation with our AAU peer institutions, better meeting the needs of our graduate employees
- Ensuring viable graduate programs
- Meeting our obligation as stewards of public funds
- Focusing on employment

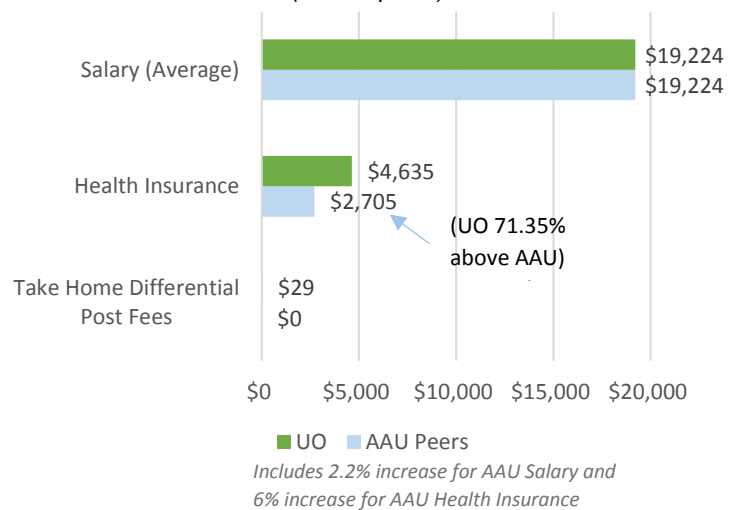
GTFF Proposal (as of 6/6/19)	Additional Cost (Yr 1)	Additional Cost (3 Yrs)
Salary Increases (6.75%, 7.75%, 8.75%)	\$1,896,951	\$6,481,463
Summer Hardship Fund, Fee Waiver, and Childcare	\$3,349,028	\$10,047,085
Int'l Travel Home, Paid Leave, UO Pays 100% of Insurance	\$2,194,570	\$6,583,710
Total Add'l Cost (all proposals)	\$8,225,488	\$25,485,711

GTFF proposals represent a 23% increase YoY in Year 1.

AY18 AAU Peer Comparison



AY19 AAU Post-Alignment (UO Proposal)



Summary of UO Salary Proposal:

- ▶ Academic Year 2019-20:
 - ▶ A 1% increase to all salaries
 - ▶ All GEs, even if not at minimum salaries, quarterly pay increased by \$500 (\$1,500 per AY)
 - ▶ Setting UO health insurance contributions to \$1,545 per GE/term, transferring \$236 to salary
 - ▶ Increasing the GE's fee contribution by \$264/term, increasing wages \$264
- ▶ Academic Year 20-21
 - ▶ A 1.15% increase to all
- ▶ Academic Year 21-22
 - ▶ A 1.25% increase to all

UO Proposed GE Minimum Salary

