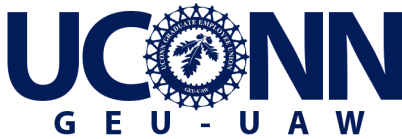


We, the union, decide what will be contained in our contract. However, we take inspiration from the gains won by our fellow graduate student union members across the country...



Graduate Employees of Northeastern University

A union for research and teaching assistants!



University of Connecticut

Wages, Tuition and Fees:

- * 3% across the board raises for all departments
- * 5.2% wage increase after obtaining MS status and 11.2% increase after obtaining PhD candidacy
- * Tuition waivers entirely maintained
- * General University Fees significantly reduced

Health Insurance: Won back health insurance coverage lost in 2003 (contract date: 2015)

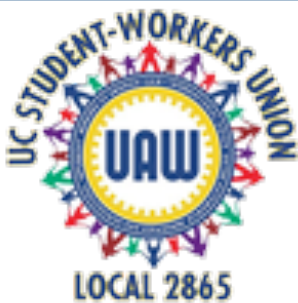
Parking: 50% discount for student parking passes

Leaves of Absence: Three personal days of absence can be taken by any student. Students are not required to work on holidays. If a student does need to work on a holiday, an additional day can be taken off.

Child Care: Students can apply for full child care reimbursement, funded by the union

Workload: A student is not required to work more than 20 hours a week

uconngradunion.org/home/resources/current-members/full-contract/



Universities of California

Wages, Tuition and Fees:

5% raise for first year of contract, 3%-4% raises in subsequent years

International student support: Establishment of programs to ensure access to professional options for undocumented students that are equivalent to those available to all Graduate Students

Non-discrimination protections: Establishment of a formal grievance procedure in which the university is required by law to respond to individual issues of discrimination, including sexual harassment.

Child Care: Up to \$1,300 a semester reimbursed for childcare for children under the age of 12

Workload: A student is not required to work more than 40 hours a week

Protections for LGBTQ students: Contractual access to gender neutral bathrooms

uaw2865.org/resources/current-uaw-contract/



University of Illinois at
Urbana-Champaign

Wages, Tuition and Fees:

- *Establishment of a “pay floor” for TAs
- *Raise of 2.5%, then to 1.5% in subsequent years
- *Timely receipt of appointment letters
- *Access to workers compensation
- * Full compensation for all supplies needed to complete work

International student support: Free access to immigration attorneys

Healthcare: Dental and vision plans provided. Dependents covered by insurance.

uigeo.org/contract/

Other contracts of Graduate Employee Unions (a few of many)

New York University: makingabetternyu.org/read-it/

Rutgers University: rutgersaaup.org/members/teaching-assistants-graduate-assistants/contract

Temple University: tugsa.org/contract/

University of Washington: uaw4121.org/know-your-rights/contract/

University of Illinois at Chicago: uic-geo.net/mainsite/?page_id=8

UMass Amherst: geouaw.org/wp-content/uploads/2016/04/14-17-GEO-CBA.pdf

University of Oregon: gtff3544.net/cba/



nugradunion.com



nugradworkers@gmail.com



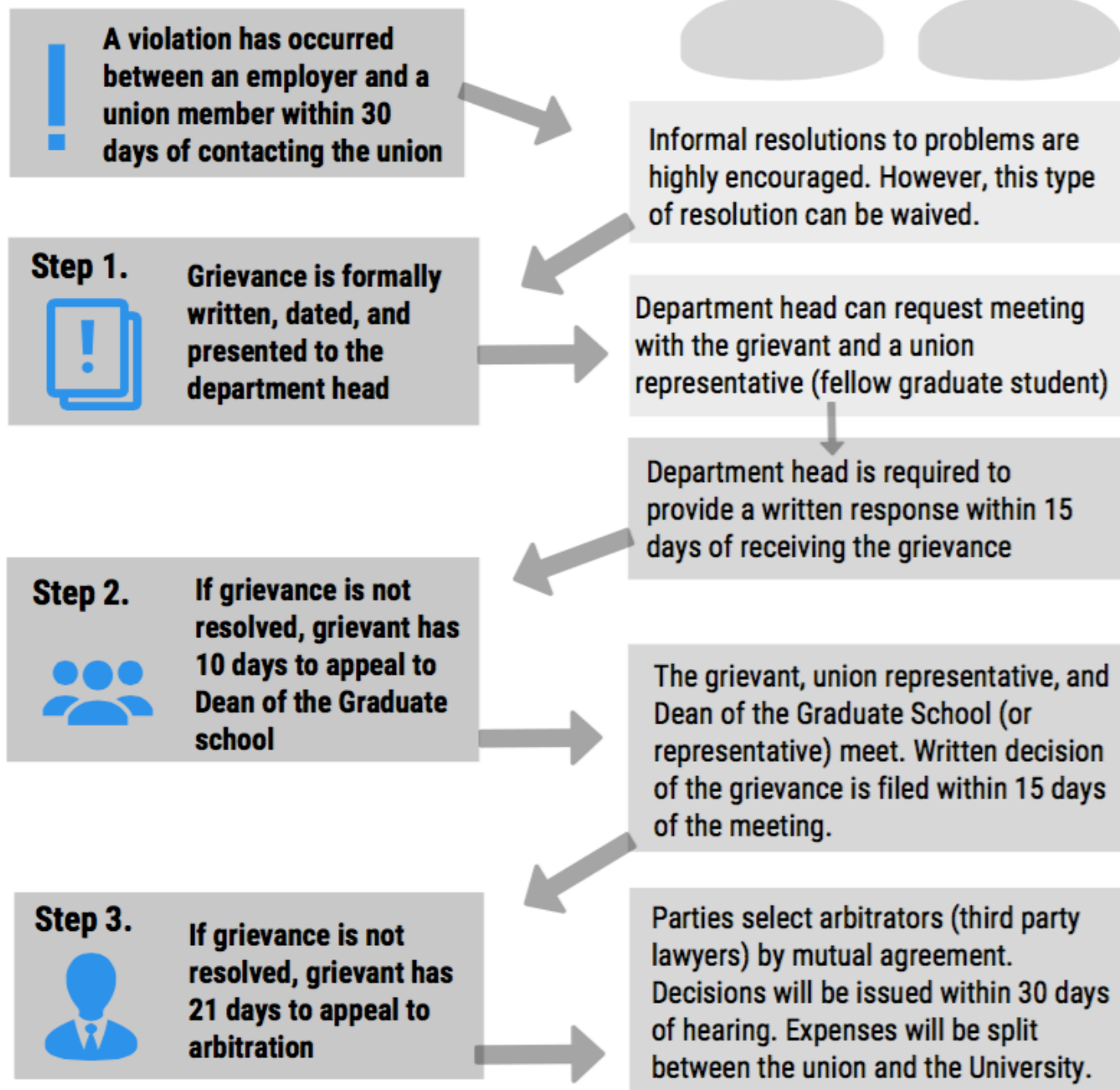
facebook.com/nugradunion



[@nugradunion](https://twitter.com/nugradunion)

What is a grievance procedure?

A grievance procedure is the enforcement of a bargained contract. If the University or employer violates any of the agreed stipulations (worker hours, conditions, and well-being), the following procedure is conducted:



Procedure map based on **UConn GEU-UAW contract, article 25**

We encourage you to read grievance procedure definitions from many contracts