

University Economics Package Proposal -- 11/18/24

*The university reserves the right to add to, modify or withdraw proposals as part of the negotiation process, and to offer additional proposals. No agreement applies to any single provision unless there is agreement on a final package.

ARTICLE - tbd **STIPENDS AND HOURLY PAY**

Section 1. Graduate student workers ("GSW") on a stipended graduate assistantship

The parties understand that stipends are part of the financial aid package offered to PhD students upon their admission to Northeastern University, and accordingly, the stipends offered to individual graduate student workers are not subject to bargaining. The University shall provide stipends consistent with the terms outlined below, establishing a minimum annual stipend for PhD students on a twelve-month assistantship, with annual increases during the term of the Agreement.

Effective September 1, 2025, GSWs in the bargaining unit on a twelve-month stipended graduate assistantship shall receive an increase in their stipend to \$43,000, or an increase in their stipend of 2.5%, whichever is greater.

GSWs on a stipended assistantship appointment of less than twelve months shall receive a prorated stipend. New GSWs on a stipended graduate students for the 2025-2026 academic year shall receive the relevant rate in their college effective for September 1, 2025. Existing PhD students who are not eligible for the relevant rate increase because they fall outside of the bargaining unit on September 1, 2025 shall have the new minimum rate or percent increase apply at such time as they fall within the unit.

Effective September 1, 2026, stipended graduate students on a twelve-month appointment shall receive stipend increases of no less than 2.5%. Graduate students on a stipended assistantship appointment of less than twelve months shall receive a prorated stipend. New stipended graduate students for the 2026-2027 academic year shall receive the relevant rate in their college effective for September 1, 2026.

Effective September 1, 2027, stipended graduate students on a twelve-month appointment shall receive stipend increases of no less than 2.5%. Graduate students on a stipended assistantship appointment of less than twelve months shall receive a prorated stipend. New stipended graduate students for the 2027-2028 academic year shall receive the relevant rate in their college effective for September 1, 2027.

Stipend rates may vary among students in colleges, departments and programs. Any increases above minimum percentages in this Agreement shall be at the discretion of each college. In no event shall any bargaining unit member be eligible to receive more than one increase each year.

Section 2. Hourly graduate students

Effective September 1, 2025, hourly paid graduate students in the bargaining unit shall receive a minimum per-hour rate of \$18.00. The minimum hourly rate shall increase by 2.5% on September 1, 2026, on September 1, 2027, on September 1, 2028. The University shall determine the per-hour rate for each individual work assignment, provided that it otherwise complies with the minimum rates herein.

ARTICLE - tbd **BENEFITS**

Section 1. Dental Insurance

Within 120 days of execution of this Agreement, graduate student workers (“GSW”) on a twelve-month stipended graduate assistantship will be eligible to enroll in dental insurance. Individual GSW dental coverage will be provided by the University during the term of this Agreement at no cost to them. To be eligible, GSWs must be enrolled full-time, and also be within their funding commitment period to qualify for dental benefits.

Section 2. Health Insurance

The University will continue to provide student health plan coverage to all GSWs on a twelve-month stipended graduate assistantship at no cost to them. To be eligible, GSWs must be enrolled full-time and also within their funding commitment period to qualify for this benefit.

Section 3. Dependent Healthcare

The University will provide and pay for the cost of health plan coverage for children age 17 years or under who are dependents of a GSW on a twelve-month stipended graduate assistantship. GSW parents must be enrolled full-time and within their funding commitment period to qualify for this benefit. Dependent enrollment shall be open within 45 days after the execution of this Agreement.

Section 4. Student EAP Benefits

GSWs on a stipended graduate assistantship and hourly GSWs who work at least 10 hours each week will be eligible to participate in a student EAP benefits plan offered by the University at no cost to them. Information about the current EAP benefits plan can be found at [INSERT LINK]. Student EAP benefits shall be available within 60 days of the execution of this Agreement.

Section 5. Plan coverage for benefits outlined above may change from time-to-time and the University reserves the right to amend benefit plans. The University will provide the Union with advanced notice of any University initiated change to plans. Decisions under the respective plans are not subject to the grievance and arbitration provisions of this Agreement.