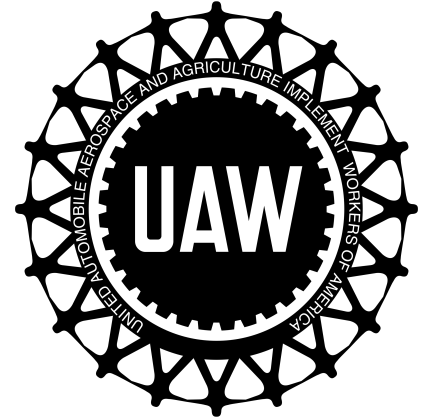




Economic Summary

GENU-UAW 2025



Economics Package

You can find our economics [here](#),
and you can find their language
[here](#).

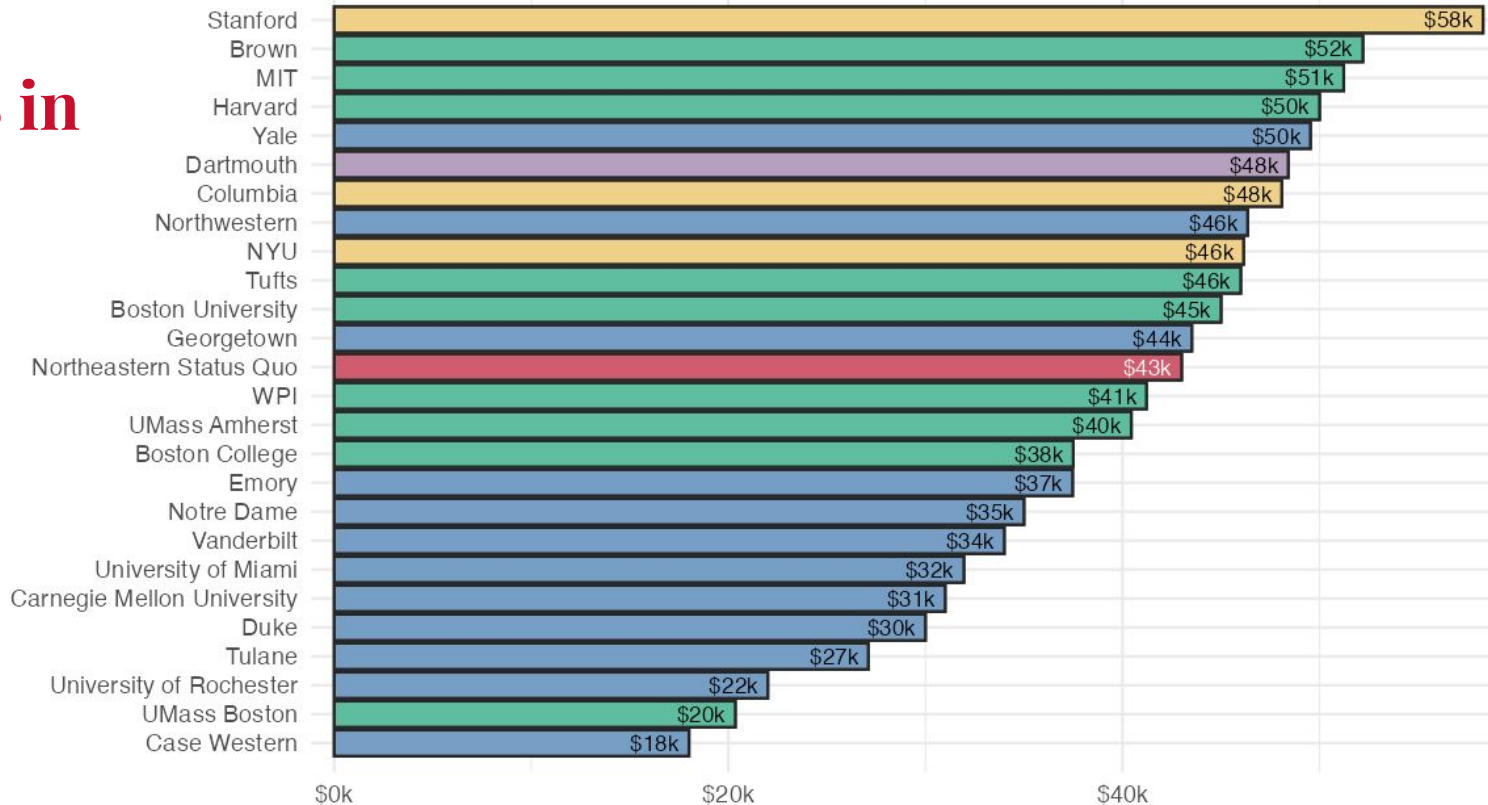
Northeastern has
largely **ignored** our
economic proposals and
presented an
**inadequate economic
package**, not addressing
more than half of our
proposed articles

Compensation

Northeastern GSWs have lower pay than peer institutions...
and would continue to do so under the administration's package proposal.

Min PhD Stipends (\$ in thousands)

University



Minimum PhD Stipend

Category



Boston Area



Northeastern



Peer Institutions



Recent Contracts



Similar Cost of Living

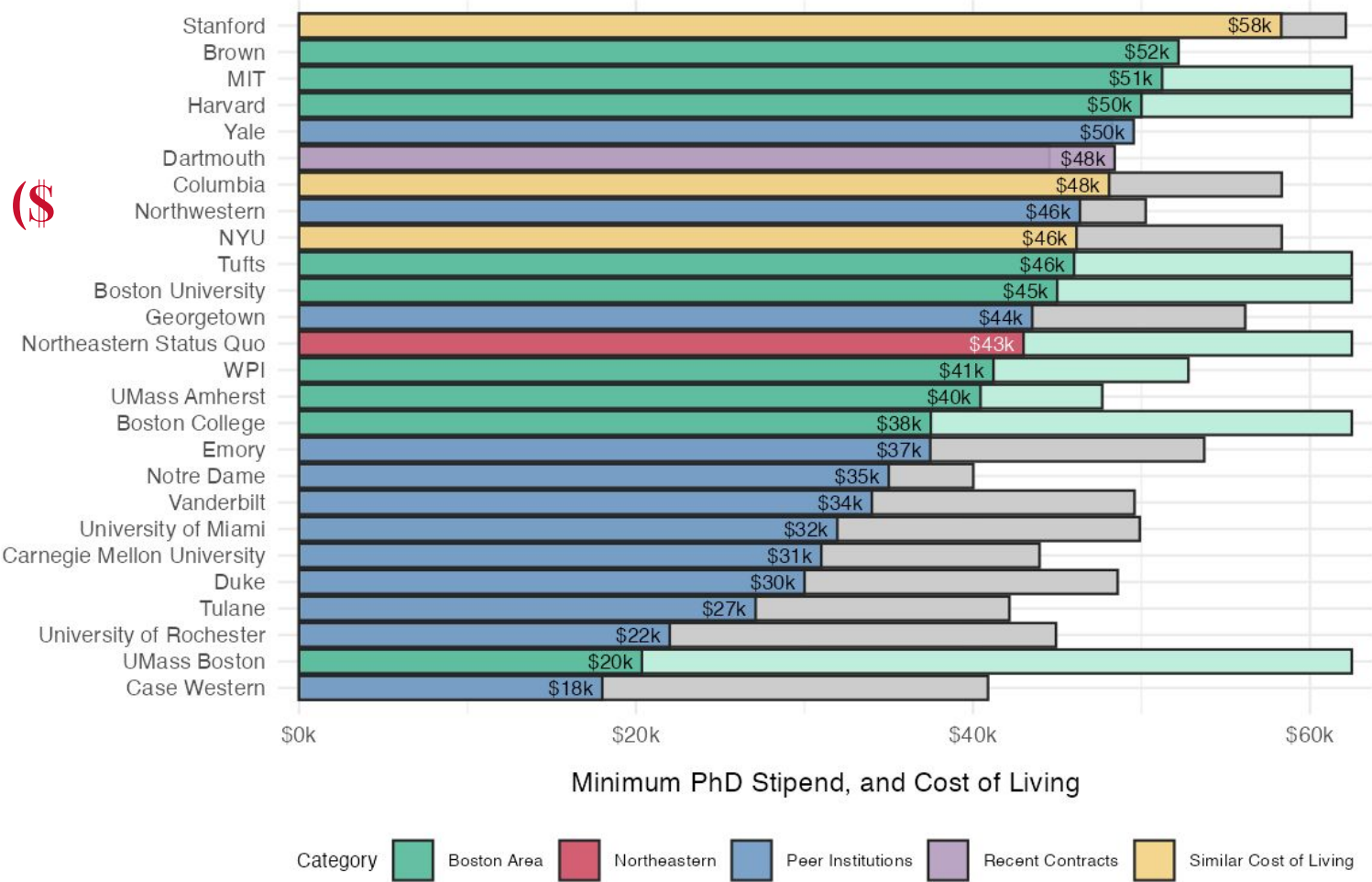
Living wage in Boston

MIT Living Wage Calculator,
<https://livingwage.mit.edu/metros/14460>

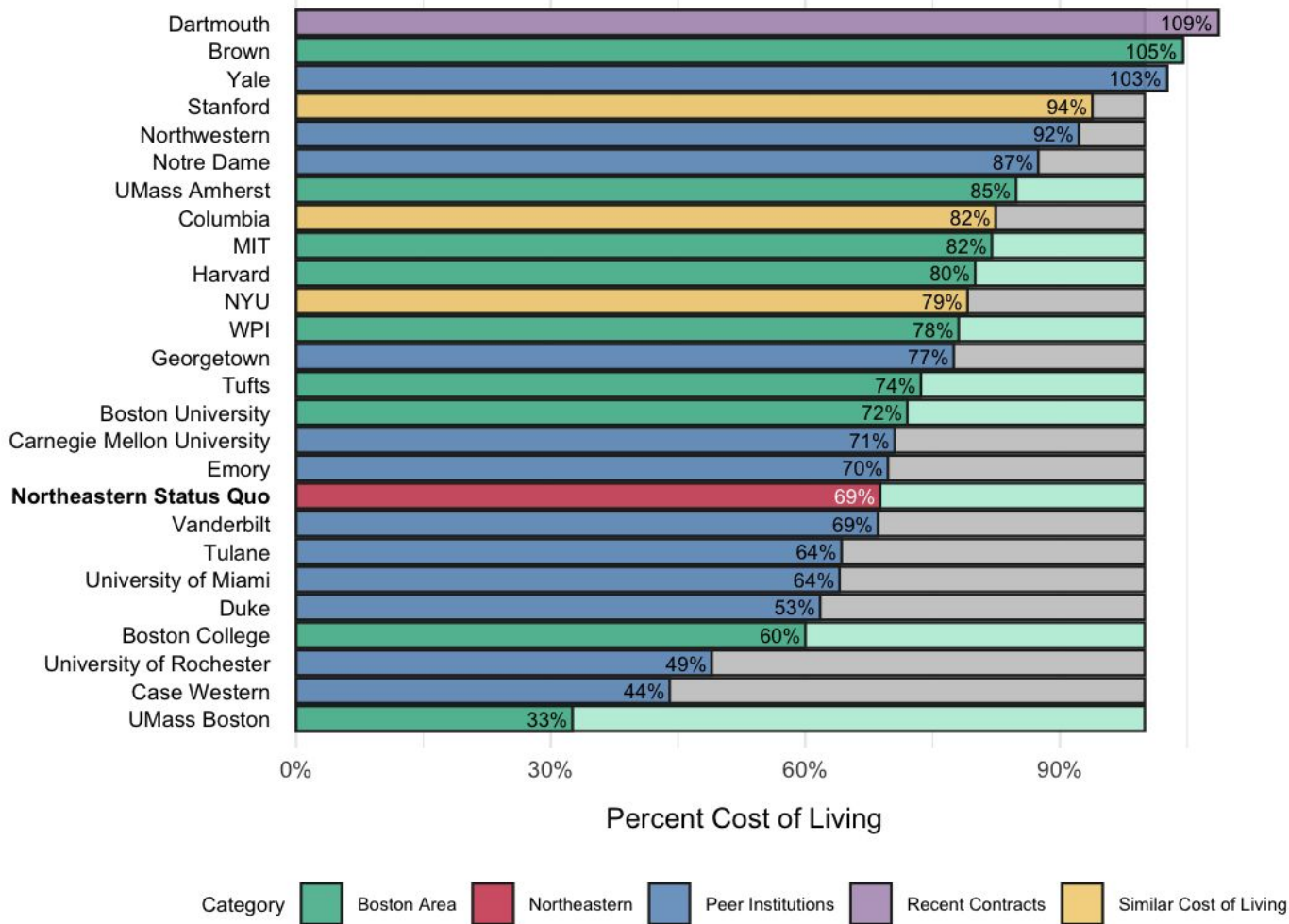
\$62,487
(before taxes)

Min PhD
Stipends
compared to
Cost of Living (\$
in thousands)

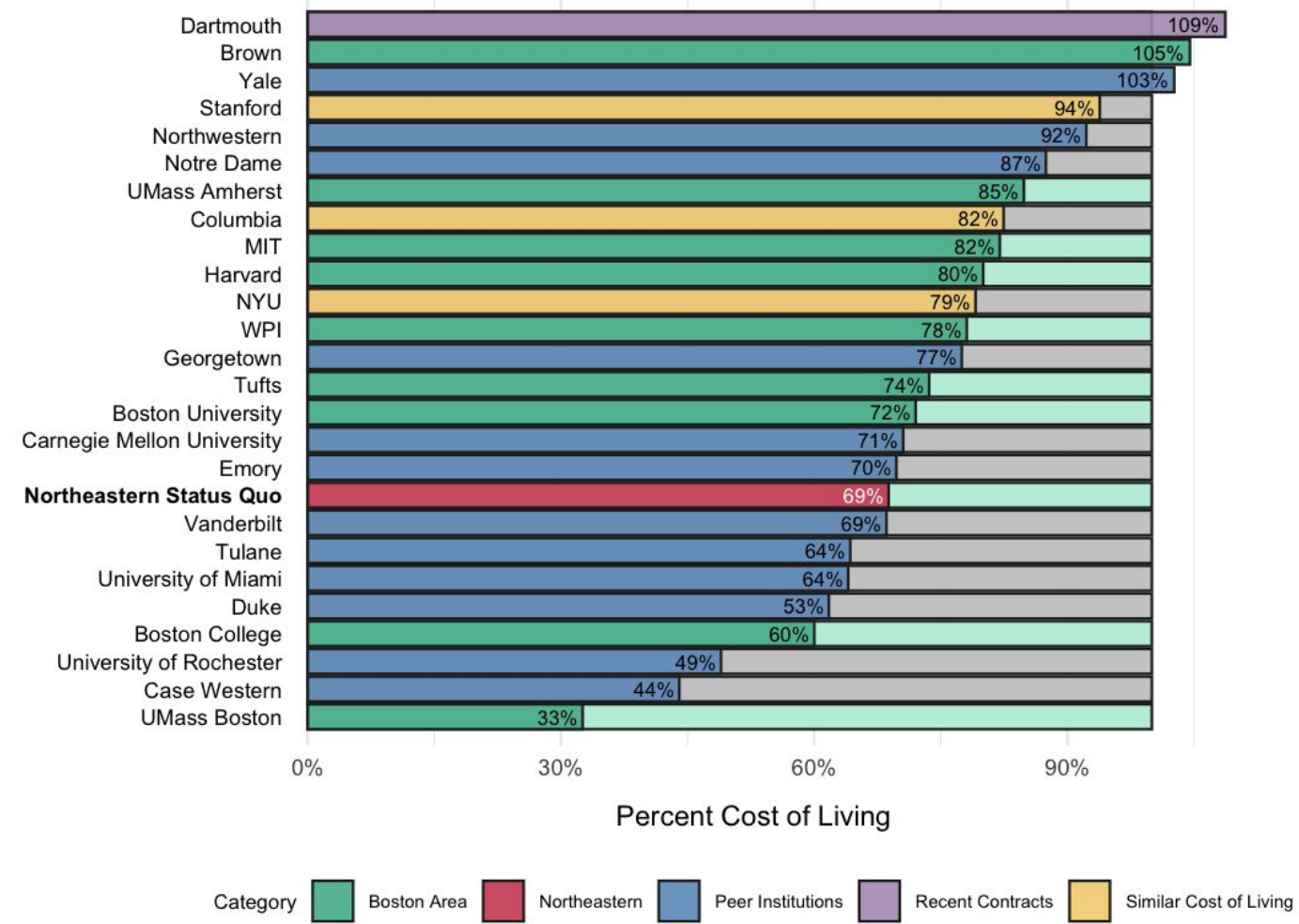
University



Min PhD Stipends by Percent Cost of Living



Min PhD Stipends by Percent Cost of Living



While stipends are a substantial part of making grad workers financially secure, other universities have greater benefits that help ease financial burdens on grad workers

Other Benefits Include:

- Better healthcare
 - Dental and vision coverage
 - Funds to subsidize out-of-pocket costs
 - Dependent coverage (partners and children)
 - Childcare funds
 - More paid leave and vacation
 - Transportation subsidies
 - Many others!
-

Health Care

In addition to higher stipends, peer institutions cover a portion of dependant health insurance.

Health Care

- **Northeastern University**
 - Annual cost to add a dependant child: \$4079
 - Annual cost to add a dependant spouse: \$6120
- **Brown University**
 - 100% coverage (& dental) for dependent partners on F2, J2, M2 immigration status
 - 75% coverage (& dental) for dependent partners otherwise
- **Harvard University**
 - Dependent Health Insurance Fund of \$450,000 annually
 - Includes \$4,555 if the applicant's spouse is enrolled in SHIP
 - SW Support Fund of \$493,000 annually
 - To cover copays and any expenses not covered by SHIP
- **UMass Amherst**
 - 95% coverage of Family Health Benefits Plan
- **Columbia University**
 - Enroll eligible dependents at no cost

Comparison of University Health Plans

	Copays	Coinsurance	Out of pocket maximum	Annual Deductible
NEU Status Quo	\$25 for office visits, \$50 emergency room visits	20%	\$3500	\$250
Harvard	\$35 for office visits; \$100 for emergency room visits	30%	\$3,000	\$250
MIT	\$25 for office visits; \$50 for emergency room visits	10% in-network; 20% out-of-network	\$4,000	\$100 in-network; \$500 out-of-network
Brown	\$15 for physician visit; \$100 for emergency room visit	100% of allowed amount in-network; 70% of allowed amount in-network	\$8,100	\$300

	Copays	Coinsurance	Out of pocket maximum	Annual Deductible
UMass Amherst	\$20 for office visits; \$100 for emergency room visits	0-5%	\$1300	\$200 (does not apply to office visits, specialist visits, mental health visits)
Columbia	\$30 for physician office visits; \$150 emergency room visits	10% in network; 40% out-of-network	\$6000	\$600
Stanford	\$25 for office visits; \$50 urgent care visits; \$100 emergency room visits	30%	\$4000	\$500
Northwestern	\$20 per visit maximum for out-of-network office visits; \$100 for emergency room visits (waived if admitted)	20% in network; 40% out-of-network	\$2500; No limit for out-of-network care	\$600

Dental & Vision

At peer institutions, dental and vision plans are offered, and the universities covers a high percentage of the plan cost.

Current Dental Benefits at Northeastern

**Northeastern does not currently offer
GSWs comprehensive dental care.**

GSWs can get covered, routine cleaning appointments through Fenway Health, but they infrequently accept new patients and appointments can take over 6 months to get for existing patients.

Fenway Dental

- Not accepting new patients
- Currently, over 10 months of wait time for existing patients

Dentistry

Welcome to Fenway Health's Dental Services Department

Please Note

We understand that your oral health is of utmost importance and we are committed to providing the best care possible. However, the current shortage in dental hygienists has presented challenges in meeting our usual appointment availability and hygiene appointments are booking out 10 months or more. We want to assure you that we are actively working to resolve this situation. We genuinely appreciate your patience and trust in us at Fenway Dental. Thank you for continuing to be part of our dental family.

Dental Plans at Comparable Universities

UMass Amherst

- [Free dental coverage](#) for graduate student employees, \$100 a year for family coverage.

Columbia

- 75% of GSW and dependent dental premium for the [preferred plan](#) is covered by the University. The University will pay the amount equal to 75% of the preferred plan if a GW enrolls in another dental plan offered to students.

Harvard

- Fund of \$595,000 to defray the cost of premiums and copays
- 75% of the premium for the [preventative plan](#) is covered by the University. If a GSW enrolls in the higher level plan, they may take the value of 75% of the premium for the preventative plan and apply to the enrolled plan.

Stanford University

- 100% of premium covered for graduate workers holding appointments of 10 hours or greater per week.

Northwestern

- 100% of individual premium covered for employees under dental plans offered by university. Choice of [HMO or PPO](#) plans offered by Delta Dental.

Current Vision Benefits at Northeastern

Northeastern does not currently offer
GSWs comprehensive vision care.

GSWs can get covered, routine eye appointments through Fenway Health once per year, but frames, lenses, and contacts are not covered.

Vision Plans at Comparable Universities

UMass Amherst

- [Free vision coverage](#) for graduate student employees, free coverage for dependents/spouses.

Northwestern

- 100% of individual premium covered for employees under [university vision plan](#). \$10 copay for annual eye exam, allowances for lens, frames, and contact lens.

Harvard

- Yearly vision exams covered as part of [student health insurance plan](#) and significant/full reimbursement through CBA fund.

MIT

- Vision plan available, allowances for lens, frames, and contact lens.

Columbia

- Voluntary enrollment in [supplemental vision plan](#)

Stanford

- Annual refractive eye exam included as part of [Cardinal Care health insurance plan](#) after \$25 copay

Childcare

Some GSWs have dependant children. Peer institutions help offset child costs substantially.

Childcare/Leaves

	Dependant Grants	Parental Leave	Dependant Health Care
MIT	\$6,500 for 1 child (\$7,500/\$8,500 for 2/3+), \$10k additional grants	1 month paid parental accommodation, 2 months paid childbirth accommodation, 12 weeks unpaid	None
BU	\$3,500 per child	14 weeks paid leave	100% dependent (<7 y.o.) health care
Harvard	\$7,000 per child per year (0-4 y.o.), \$1,750 per child per year (5-12 y.o.), additional grants	12 weeks unpaid leave, but \$7,483 one-time payment for birth/adoption	Dependent Health Insurance Fund of \$450,000 annually
Brown	\$6,000 per child per year	One semester of stipended funding for new parents; unpaid family leave for 1-2 semesters	100% dependent (<26 y.o.) health care and 100% dental coverage
NEU Proposals/ Package	None	12 weeks paid leave	100% dependent (<18 y.o.) health care for 12-month appointments

Childcare

MIT

- Enrollment priority at MIT childcare centers

UMass Amherst

- \$100,000 initial payout by university into Health and Welfare fund
- Additional \$400,000 paid in by university each year thereafter into fund
- Additional subsidies sensitive to income level also covered via an Affordable Flexible Childcare Program
- \$30,000 in each year of the Agreement for child care support for undergraduate and graduate students. Affordable Flexible Childcare Program at a \$1/hour or \$2/hour parent fee.

Columbia University

- \$5500 annual childcare subsidy per child under the age of six and not yet attending kindergarten

Stanford University

- Maximum of \$20,000 per academic year, based on worker's financial circumstances

Northwestern University

- Annual grant application for graduate employees to receive childcare stipend
- \$5,000 for one dependent child, \$8,000 for two dependent children, \$12,000 for three or more dependent children

Transportation

Boston-area universities have a variety of programs subsidizing GSW transit.

Transportation

	MBTA	BlueBikes	Bicycle Benefits	Parking
MIT	70% subsidy semesterly or monthly passes	\$49 annual membership	\$300 annually (\$25/month) reimbursable	\$11 daily pass, \$1,995 annual cap, option for payroll deduction
BU	50% subsidy on semesterly and monthly passes	\$75 annual membership	\$300 annually (\$25/month) reimbursable	\$9-12 daily pass, \$1,872 annual parking (non-resident)
Harvard	60% subsidy semesterly and passes	\$98 annual membership	\$360 annually (\$30/month) reimbursable	Permits paid via payroll deduction receive an additional 30-35% pre-tax savings
Tufts	35% transit pass subsidy monthly, cap \$40 (not restricted to MBTA pass)	\$75 annual membership	None	\$5 day pass, \$35 monthly commuter pass (\$420 annual)
NEU Status Quo	11% (standard) subsidy	\$101.50 annual membership	None	\$946 per semester (\$2,838-2,973 annual), no payroll deduction

Transportation

Brown University

- All community members have access to the RIPTA U-Pass at no cost to graduate workers

Columbia University

- Pre-tax deduction from paycheck to cover public transportation costs and parking at university or at stations to board public transportation
- Contributions roll over from month-to-month

Stanford University

- Graduate workers living outside of zip codes 94304, 94305, and 94309 (immediate) are eligible to receive [Caltrain GoPasses](#) at no cost

Northwestern University

- Full-time, part-time, and online employees are eligible to opt in to the [Chicago Transit Authority \(CTA\) U-Pass program](#) for unlimited rides on CTA buses and trains during academic semesters.

Leaves

Peer institutions have specific and reasonable leave policies and allotted days.

Leaves

	LEAVE (in days, unless otherwise noted)	GENU-UAW Proposals	Admin's Economic Package	UMass Amherst	MIT	Harvard
PAID	Sick/personal leave	14	May request up to 3	8	5	Reasonable number
	Family & Medical	12 week Medical Leave of Absence	0	12 weeks, unpaid.	4 weeks	
	Parental-specific	10 days paid, 10 days unpaid	12 weeks paid		1 month paid leave	12 weeks, unpaid
	Bereavement	5	0	8	5	3-7
	Immigration	10	10, restrictions apply		3	5
	Vacation	21	6	6	15	10
UNPAID	Unpaid leave	12 weeks Medical Leave	0	12 weeks	12 weeks	12 weeks

Other Economics

Funds & Benefits

- Emergency Assistance
 - Harvard, Stanford, MIT
- International Worker Fund
 - Harvard, WPI, Northwestern, MIT
- Relocation
 - UMass Amherst, UC system
- Tax Assistance
 - MIT, Columbia, Northwestern
- Retirement accounts
 - Columbia, UChicago, UC system
- Food security
 - MIT, UMass Amherst
- Housing
 - Harvard, Stanford, BU, formerly NEU
- Waived fees
 - NYU, UMass Amherst, CMU