

**UIC** *Human Resources*

Graduate Employees' Organization  
Collective Bargaining Agreement  
August 16, 2009- August 15, 2012



## Review of GEO Contract Basics – new/changes in the contract underlined

- GEO Membership - TAs & GAs holding assistantship appointment of 0.25-0.67 FTE for an appointment period of at least 91 calendar days (41 days in the summer session) receiving a tuition waiver. RAs are excluded.
- Eligibility for Appointment – Student must be enrolled in a graduate program for a minimum of 8 credit hours (not required for summer), in good academic standing.
- Fair Share agreement.
- Formal Discipline, Grievance and Arbitration procedures.
- Duration of Agreement 3 years; 2009-2012.

# Background to Negotiations

- GEO proposed changes and additional language to 11 of 27 Articles.
- Important discussions occurred at the bargaining table, identifying common concerns of GEO members, our employees and students.
- Resolve to increase communication and response, meet and work collaboratively toward understanding and resolution of issues and concerns as they arise, at the local departmental and college level, as well as the global level of the campus.
- Review of 2009-2012 agreement follows:

# Agreement - Article III Appointment Terms

- Assistants found ineligible after start date will be paid for work done, unless barred due to visa status.
- Template Letter of Appointment on HR website:  
<http://www.uic.edu/depts/hr/quicklinks/hrforms/index.shtml>
- Letter of Appointment should be issued at least 45 days before the start of the appointment. If less, issue ASAP.
- Renewal / reappointment based on criteria developed by the department, encourage communication of criteria.
- UIC to meet once a year, at request of the union, to discuss waivers, differentials, assessments and fees.
- Job related housing and parking violations subject to discipline and grievance procedure in the contract.

# Agreement - Article VIII Hours of Work and Class Size

- 0.5 FTE = average 20 hours/week. FTE represents average over the course of the full appointment period, expected to vary weekly; NOT based on actual hours worked by a specific individual or in a specific week.
- Assistant objecting to excessive workload must raise the matter with the supervisor within 5 days to meet and resolve prior to filing a grievance.
- Departments establish a class size policy for TAs. Class size may not exceed room capacity.
- Departments establish required duties and discuss these duties with TAs and GAs at beginning of appointment.

# Article X Employee Rights and Article XI Union Rights

- Departments to provide secured storage as necessary, and materials and supplies required to fulfill job obligations.
- Department to protect the confidentiality of assistants in communication pertaining to employment.
- Assistants are eligible to enroll dependents in Child Care on an income based sliding scale.
- Union may request speaking time at unit, department and college orientations; granted only upon agreement.
- Departments to supply a list of scheduled office hours and locations of TAs and GAs, upon request of the Union.

## Article XII Stipends

- Minimum for 50% (0.5 FTE) 9 month appointment increase to \$14,280 AY11 and \$14,565 in AY12.
- Continuing / reappointed assistants get campus wage increase for AY11 and AY12.
- Different duration or percentage to be figured proportionally.
- Appointing units may pay above the minimum.
- Assistants will be paid on or before the 16<sup>th</sup> of the month.
- Assistants appointed on 9 month basis may not have those appointment terms changed upon re-appointment without advance notice in a Letter of Offer.

# Article XIII Health Care and Article XV Leaves

- Notice of Appointment / Letter of Appointment to establish proof of employment for access to benefits.
- University to pay 100% student health service fee and increase contribution to Campus Care from \$100/year to \$125/semester (Fall & Spring) in AY11 and AY12.
- Meeting on Campus Care 2x's/year at Union request.
- Prompt notification of absence or sick leave.
- Sick leave not denied in arbitrary or capricious manner.
- Assistant not required to secure or pay for a replacement.
- May allow paid leave for conference with approval.

# Miscellaneous Changes to the Collective Bargaining Agreement

- Article VI Training – oral proficiency in English shall not be the sole basis for discipline, dismissal or non-renewal for assistants who have been certified as proficient.
- Article XII Stipends – GAs whose appointment requires them to live in a residence hall, stipend amount shall not be paid in Meal Plan vouchers, and 25% of residence hall room charges shall not reduce the amount of the stipend.
- Article XX Labor Management - meetings increased to 2/semester.
- Article XIX Health and Safety – issues raised during L & M meetings and include relevant participation.

# Side Letter to the Collective Bargaining Agreement

- During the term of this Agreement, Graduate Assistants and Teaching Assistants will not have their base tuition waivers reduced while they hold qualifying assistantships, are in good academic standing, and are making progress toward graduation in the program in which they began. This commitment is consistent with longstanding and ongoing practice.

# Resources

- Contract available on line:
- [http://www.uic.edu/depts/hr/quicklinks/contracts/Labour\\_Contracts.shtml](http://www.uic.edu/depts/hr/quicklinks/contracts/Labour_Contracts.shtml)
- <http://www.uic.edu/depts/hr/quicklinks/contracts/signed%20CBA%202009-2012%20GEO.pdf>
- Questions or help Contact: [lablaiks@uic.edu](mailto:lablaiks@uic.edu)