

Update on Graduate Assistant Listening Sessions and Bargaining

- **Jennifer Brown**, Vice Provost and Dean, Graduate School
- **Viki Dimick Jackson**, Employee and Labor Relations Manager, Human Resources
- **Sherm Bloomer**, Director, Budget and Fiscal Planning

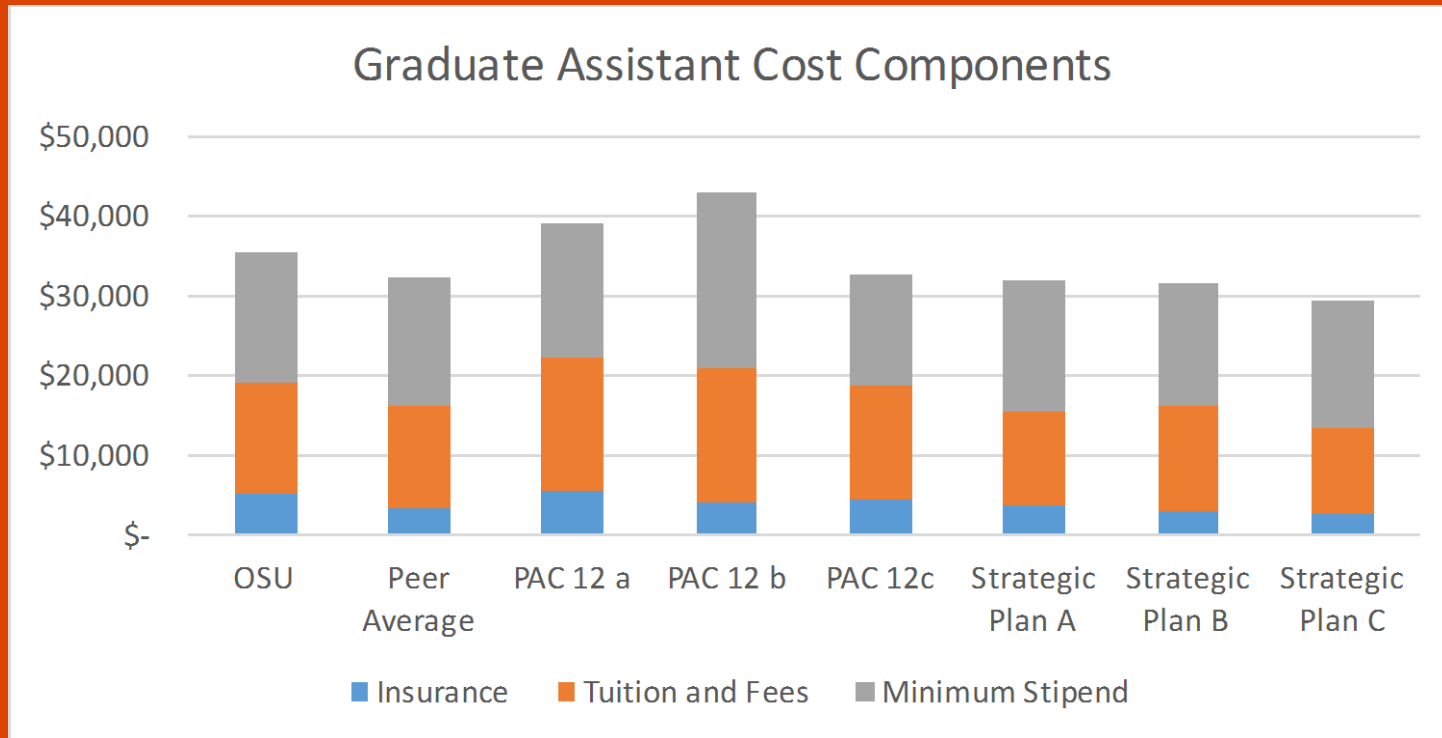
Listening Sessions

- Hosted 6 listening sessions in November 2017 to determine faculty and administrator thoughts about GRA/GTA appointments
- Included discussion based on the following topics:
 - Possible reduction of summer minimum credits from 3 to 1
 - Childcare
 - Transgender Insurance Coverage
 - Late Appointments
 - Hourly Appointments

Listening Sessions

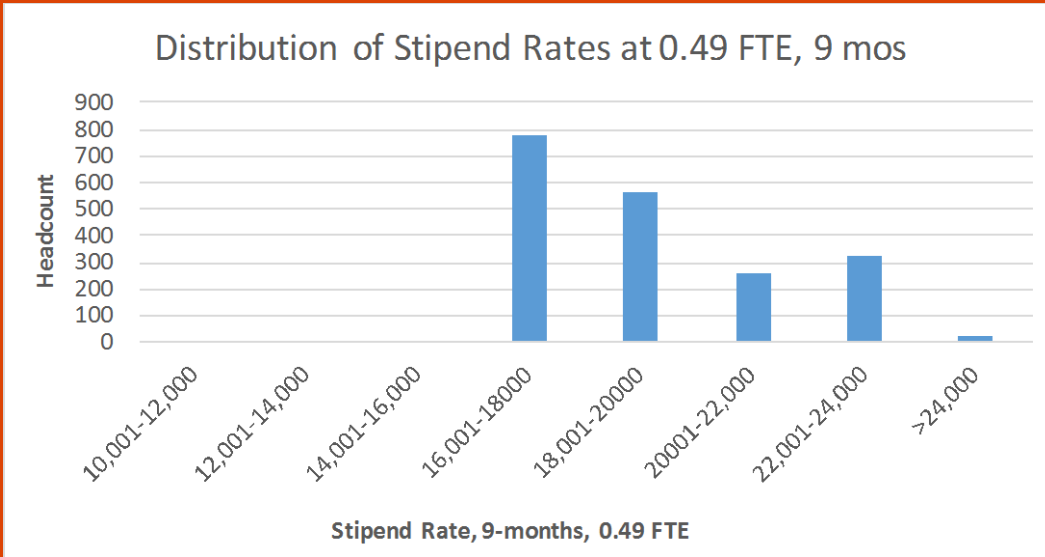
- Major themes from the listening sessions:
 - Hourly appointments
 - GRA appointments at 0.3 FTE
 - GRA appointment dates
 - Overall costs for employment

One question: graduate assistant compensation comparisons



- Minimum stipend, tuition and fee remission, employee-only insurance
- Average insurance support for employee 94%, average for family 53%
- Massachusetts, Connecticut, Washington, Illinois, Michigan State, Iowa, Berkeley, Florida, Oregon, Wisconsin, Penn State, and Ohio State

One question: graduate assistant compensation comparisons



- OSU stipends at 0.49 FTE are competitive
- OSU seems to have a larger number of FTE appointments at less than 0.45 than is typical for peers
- Actual stipend is the product of rate and FTE level

Bargaining Updates

- Re-opener negotiations with CGE have commenced.
 - The full contract is not open. The university and the union may each open 4 articles. Then they can jointly agree to open two additional articles.
 - As this is a re-opener, the full contract does not expire. Only those articles that have been opened may be bargained, unless a mutual agreement exists.
- Negotiations continue for 150 days from the beginning of bargaining, unless mutually settled earlier.
- Bargaining Team Includes:
 - Viki Dimick-Jackson, Roshni Sabedra, Jennifer Brown, Sherm Bloomer, Stephanie Bernell, Eric Kirby
- Updates on progress will be posted as bargaining proceeds.

Bargaining Updates

- Articles open for this re-opener negotiation include:
 - Article 9- Appointments & accompanying Letter of Agreement
 - Article 11- Salary
 - Article 12- Tuition Waiver
 - Article 28- Insurance
 - Article 13- Summer Session
 - Article 6- Strikes and Lockouts
 - Article 24- Non-Discrimination
 - Article 25- Health and Safety
 - Article 29- Restrooms and accompanying LoA