

'U' presents lowball salary, benefits counters

	GEO proposed:	UM responded:
Article 10: Salaries	Bi-weekly pay option	No bi-weekly pay option
	Guarantee of monthly pay	No guarantee of monthly pay
	Yearly raises for life of contract: 3%, 3%, 6%	Yearly raises for life of contract: 1.5%, 1.5%, 1.5%
	Automatic reimbursement of SEVIS fee	No automatic reimbursement of SEVIS fee
Article 11: Benefits	No co-pay increase	Increased co-pays:
		Doctor visit \$20 (33% increase)
		ER visit \$75 (50% increase)
		Tier 3 prescriptions \$35 (17% increase)
	Vision coverage included	No vision coverage
	Dental II standard coverage	No Dental II standard coverage
	Retirement coverage	No retirement coverage
	Automatic health care enrollment for low fraction employees	Accepted
Article 12: Childcare	Eliminating spousal work/study requirement	Kept requirement, no expanded access
	Eliminating financial qualifications	Kept requirement, no expanded access
	Increasing subsidy to \$2500 for each child up to three	Subsidy of \$2250 for one child, \$3250 for two children, and \$4250 for three or more children (slight increases)
	Adequate lactation space	No guarantee of adequate lactation space
Article 20: Tuition Waiver & Fees	Fee waiver (~\$90 a term)	Rejected request for fee waiver
GSRA Representation	Discussion of GSRA organizing rights	Refused to discuss
***Still no response on: Disability Access and Leaves		
<p>1.5% raise and increased health care costs: Are you satisfied with this? What are you going to do about it?</p>		

From the grassroots:

Tyler Carter, Chemistry

At the February 4 bargaining session, Tyler Carter shared his recent experience grading chemistry exams during last week's blizzard and continued the process of bringing members' concerns about work hours to the University's attention.

Upon learning that a Chem 210 exam grading session was set to coincide with a blizzard warning, Carter proactively took steps to make his supervisor aware of the potential safety hazard of sending GSIs home in dangerous driving conditions with no public transportation options due to the late at hour at which the grading would end. Despite these efforts at communication, the schedule went unchanged. He and the other graders participated in a grading session that went past midnight. With no city buses running at that time, he had no option but to attempt to drive in conditions that later forced him to abandon his car and rely on a ride from a public safety officer in order to get home.

Part of what prompted Carter to speak up about what happened was his concern that there was an information disconnect between the University and GEO on what kind of transportation

is realistically available after midnight. While University buses sometimes run until 2am, many if not most grad students live outside the routes of these buses and rely on Ann Arbor Transportation Authority buses, which stop running at 11pm at the latest. He also spoke about the added burden put on GSIs to find parking if they do have access to a car, because they are not eligible for a parking pass.

Carter, like many Chemistry GSIs we've heard from, emphasized that it was not the grading itself that was burdensome. "We are all willing to compromise and we are all happy to do our jobs. We know that grading the exams quickly is important, but I feel that being able to get home safe is important, too," he said at the table. The exacting process and the long hours are part of doing a good job. What creates real problems in doing that job well is the current late night scheduling policy. He reiterated that it not only leaves GSIs with few transportation options but also sometimes forces them to teach early morning labs on little sleep.

Members' experiences make the need for change clear to the University. By stepping up to the table to speak about what he went through last Tuesday, Tyler helped all of us toward winning a contract that addresses this issue adequately.

Organizing Update

- **On Feb. 3, 20 people took time out of their day to hand-deliver 220 signed letters** to Pres. Coleman calling upon her to have the University negotiate a process for GSRA's to decide if they want to unionize. Two weeks, GEO leadership sent this same letter directly to Pres. Coleman, but got no response. This time, we made sure she got the message.
- **GSRA Organizing Blitz Days will continue on Tuesday, Feb. 8 & Wednesday, Feb. 9** to coincide with North Campus bargaining sessions. Contact Amber Cooper (ajcooper@gmail.com) to help out.
- **This Thursday, Feb. 10, GEO is having a call-in:** all members should take 5 minutes to call or fax a message to the President or Provost to make our needs and concerns about the contract known. Contact details and a call script forthcoming!

Save the Date: Urgent Actions

Come when you can, leave when you need to.

To win a strong contract, we need you in the room.

This week's bargaining sessions:

Feb. 9: Topics TBD. (East Room, Pierpont Commons, 1st Floor)

Feb 11: Topics TBD (Palmer Commons, Plaza Room, 3rd Floor)

Closed captioning TBD. Bargaining runs from 1-5pm, but come at any time to make our union's presence known.

General Membership Meeting

Wednesday, February 23 @ the Michigan League, Vandenburg Room, 6-8pm

Upcoming Campaign Actions

Thursday, February 10: Member call-in day. Stay tuned for details!

Thursday, February 17: Regents' Meeting. Save the date--time and location for this important event TBD.

Fast ways to get involved now!

- We want feedback! Tell us what you think about bargaining @ <http://umgeo.org/webcaucus>
- Come to bargaining! (see calendar above for times and locations)
- Friend us on Facebook: Michigan GEO & Follow us on Twitter: geo3550
- Check the GEO Events Calendar @ <http://umgeo.org/events> (& subscribe via Google Calendar)
- Check out the website: www.umgeo.org - includes RSS updates