GEO 2019-2020
Bargaining 101
What This Slideshow Discusses

1. GEO’s Bargaining Timeline
2. Why Show Up to Bargaining Sessions
3. What to Expect at Bargaining Sessions
4. What Planks We are Bargaining For
Bargaining Timeline
Developing our Platform of Twenty Planks

Fall 2018-Winter 2019: generated bargaining platform of planks based on department meetings, online surveys, and member conversations

April 2019: members voted to approve the platform of planks
Developing Each Plank’s Proposals

Apr. to May 2019: established and oriented working groups (WGs) for each plank

May to Aug. 2019: WGs wrote, revised, and finalized initial proposals for each plank

Sep. 2019: Bargaining Committee (BComm) circulated survey to receive member feedback and opinions on final drafts of proposals

Oct. and Dec. 2019 GMMs: members approved every proposal drafted by a WG
Bargaining for Each Plank’s Proposals

Nov. 2019: negotiations began

Jan. 2020 GMM: first GMM of the term, focused on updates from the bargaining table

March 1: tentative contract agreement date

Throughout Winter 2020: bargaining sessions from 1-5 on Mondays and Wednesdays; monthly GMMs to vote on university proposals; and actions that escalate as required
Bargaining Sessions: Five Reasons to Show Up
The Platform Won’t Be Handed To Us

<table>
<thead>
<tr>
<th>Year</th>
<th>What We Got</th>
<th>How We Got It</th>
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<tbody>
<tr>
<td>1975</td>
<td>8% raise, first healthcare benefits, non-discrimination clause</td>
<td>One month walkout</td>
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<td>1987</td>
<td>100% tuition waiver for 0.5 fractions</td>
<td>Rallies, Walkout authorized</td>
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<td>1993</td>
<td>9% raise over 3 years, maintained healthcare despite threats</td>
<td>Walkout authorized</td>
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<td>2002</td>
<td>Childcare subsidy, workplace harassment grievance procedure</td>
<td>One day walkout</td>
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<td>2006</td>
<td>Transgender healthcare coverage</td>
<td>Special conference</td>
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<td>2008</td>
<td>13.2% raise over 3 years, full tuition waiver for .237+ fractions, healthcare for all, same-sex partner healthcare</td>
<td>Rally and grade-in, only 1 day of 2-day walkout needed</td>
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<td>2011</td>
<td>Maintained zero-premium healthcare and dental, centralized disability accommodation office and fund</td>
<td>Sustained pressure campaign</td>
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<tr>
<td>2017</td>
<td>10.3% raise over 3 years, international GSI hard hours cap, compensated diversity, equity, and inclusion positions</td>
<td>Walkout authorized</td>
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“Our founders built this company on a certain set of principles. But since they’re all dead and nobody wrote anything down, looks like we’re screwed.”
Unconditional love and Support Price: FREE

Real-Time Support for BargTeam
I just want to hear those three little words...

AGITATE
EDUCATE
ORGANIZE

Agitating and Organizing
Don’t Be A Single-Issue Attender
Bargaining Sessions: What to Expect
Real-Time Discussion and Negotiations

During real-time discussion and negotiations, the bargaining team and HR will discuss various proposals and counter-proposals that have been passed across the table. For this portion of each session, only those seated at the table are permitted to speak.
Caucus Times

During caucus times, HR will leave the room. The bargaining team is then able to ‘caucus’ with all of the GEO attendees. Caucuses can be times for the team to strategize, ask for feedback, reflect, and reorient.
MYTHS ABOUT GEO BARGAINING

1. YOU CANNOT DROP IN/OUT
2. YOU CANNOT BRING A FRIEND
3. YOU CANNOT CONTRIBUTE
4. ONE PERSON CANNOT SHIFT THE POWER IN THE ROOM
Explainer for Each Plank

(Last Updated 1/30/20)
General Disclaimer

- The slides below identify the main problem(s) each plank is trying to solve. They also identify the initial proposals that GEO passed across the table to HR to address each of these problems.
- Please note that as bargaining proceeds, these initial proposals may be modified.
  - Modifications that do not change the spirit of a proposal will be made using the bargaining team's discretion about strategy.
  - Modifications that change the spirit of a proposal will require a vote at a GMM.
Dental 2
Vision
Retirement
Hours Protections
Trans Health
Raises
Flint Pay Parity
Union Security

Protection from Discrimination Based on Arrest or Conviction Status
Letters of Recommendation: Option A
Climate and Housing Justice
Sexual Misconduct Protections
DEI Compensation
Paid Professional Leave
Funding equivalent to .25 FTE Employment Fraction

Twice-Monthly Paychecks
Gender-Inclusive Bathrooms
Disability and Mental Health
Parents and Caregivers
Racial Justice
No Semester Fees
Dental 2: The problem is that the gaps in coverage that exist under the Dental 1 plan are very expensive ones like fillings, root canals, crowns, implants, and dentures. The initial proposal is Dental 2 for all.

Dental 1:

1. Oral exams twice per calendar year
2. Cleanings twice per calendar year
3. Emergency treatment to temporarily relieve pain
4. Bitewing X-rays once per calendar year and full mouth X-rays once in any five-year period
5. Non-surgical services to treat gum disease

Dental 2 ($185/year):

1. Option 1, plus:
2. Fillings and root canals at 100% with a PPO dentist and 60% with a Premier dentist.
3. Major services, such as crowns, implants and dentures, are covered at 50% with a PPO dentist and 40% with a Premier dentist.
**Vision:** The problem is that GradCare covers virtually no vision-related care. The initial proposal is Vision coverage for all.

<table>
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<tr>
<th>Grad Care</th>
<th>Vision ($92/yr.)</th>
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<tr>
<td>1. One vision exam per year</td>
<td>1. Eye exam with participating provider.</td>
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<td>2. Full lenses with participating provider.</td>
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<td></td>
<td>3. Full frames with participating provider.</td>
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<td></td>
<td>4. Scratch-resistant, bifocals, and UV coating with participating provider.</td>
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<tr>
<td></td>
<td>5. Certain brands of contacts with participating provider.</td>
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Retirement: The problem is that GSIs and GSSAs may opt in to a retirement account, but UM doesn’t make contributions. The initial proposal is university-funded retirement contributions for all.

1. To ensure the financial stability of students after graduation, the University should contribute a fixed amount to each graduate student employee’s retirement fund each paycheck.

2. Students should not be required to match contributions, to avoid placing a burden on students with the most financial need.

3. Contributions should be opt-in to allow international students to consider any potential visa implications.
**Hours Protections:** The problem is that students are asked to work far above our hours expectations on some weeks. The initial proposal is clear communication and a fair cap on weekly work.

Problems that contribute to overwork include:

1. Work expectation averaged over entire employment period (not just the weeks actually working);
2. Lack of education among faculty;
3. Misleading practices by HR.

Some initial proposals include:

1. A hard weekly cap on hours;
2. Direct supervisor sign-off on work expectation (fraction calculation sheet);
3. Communicate true range of expected hours, rather than “standard hours.”
Trans Health: The problem is that our trans colleagues do not have accessible or sufficient trans-related healthcare. The initial proposal is providing accessible, sufficient trans-related healthcare.

Some barriers to care include:

1. Insufficient access to trans-specialist doctors
2. Insufficient coverage of procedures, medications, and therapies
3. Insufficient surgical leave

Some initial proposals include:

1. Improving access to trans-specialist doctors by expanding the network to include providers around the country
2. Expanding coverage to include items such as gender-affirming voice therapy and transfeminine chest reconstruction
3. Ensuring medical leave as recommended after surgery by medical providers
Raises: The problem is that our salaries do not match the high cost of living in A2. The initial proposal is to increase our salaries.

Here's a rough illustration of the problem:

1. Assume an after-tax salary of $2013.44 per month;
2. That means that we should save $402.68 (20% of the above);
3. Taking cost of living figures from UM’s Cost of Attendance page, the MIT Living Wage calculator, and Ann Arbor utility prices:

   An avg. student in Munger would **over-spend $38**.
   An avg. student in Northwood would **save only $338**.
   An avg. student in a 1B would **over-spend $241**.
   An avg. student in a shared 2B would **save only $224**.
Flint Pay Parity: The problem is that GSIs and GSSAs in Flint are paid less than those in Ann Arbor. The initial proposal is pay parity across all campuses.

1. *The University used to maintain pay parity* between Ann Arbor, Dearborn, and Flint salaries within our bargaining unit.

2. In our last campaign, we gave up the fight to have the University guarantee pay parity. To maintain pay parity, *GEO paid the difference ourselves.*

3. This year, we’ll renew our fight. *The University owes Flint pay parity, from its own pockets.*
Union Security: The problem is that U-M engages in certain practices that threaten both the short- and long-term health and viability of the union, which already faces anti-union legislation like “Right to Work.” Some initial proposals are listed below.

1. Protect GSIs whose employment offers are changed or who withdraw from U-M
2. Broaden GSSA classification
3. Expand the employee information that U-M provides to GEO (e.g. employee uniqnames)
4. Increase University support for GEO, including the creation of a GEO-related GSSA position and guaranteed GEO access to orientations
5. Require that U-M and GEO share arbitration costs
6. Provide, secure, and improve employee workspaces
Arrest/Conviction Records: The problem is that discrimination based on Arrest/Conviction violates our civil rights, weakens the labor movement, and is ineffective at improving student safety. Some initial proposals are listed below.

Further Detail on Problem:

1. Arrest/Conviction records are a poor predictor of the likelihood committing harm;
2. These records do nothing to protect against highly privileged individuals like Larry Nassar;
3. Arrests can disproportionately target survivors of sexual violence.

Initial Proposals:

1. Disallowing job discrimination based on arrest/conviction status;
2. Require absences for criminal proceedings be excused without disciplinary action, like immigration proceedings.
3. Disallow the University from performing background checks or taking action based on background checks beyond those required by law.
Letters of Recommendation: The problem is a lack of clarity surrounding GSIs and letters of recommendation, allowing violations of graduate student academic freedom. The initial proposal is to protect graduate students who deny a letter of recommendation for moral or ethical reasons.

1. LORs are specified to be a voluntary activity that are not stipulated within offer letters.
2. LORs can be issued or denied for reasons including but not limited to: the student’s performance in class, the Employee’s current workload, the Employee’s ethical or moral commitments, or without giving any reason at all.
3. Issuances or denials of LORs can be based on the endeavour the student wishes to undertake, but not on the identity of the student.
Climate and Housing Justice: The problem is that U-M contributes every day to the growing climate crisis through gas plant pollution, investments in fossil fuel companies, and commuter-related pollution. The initial proposals (listed below) require U-M to proactively create a low-carbon urban environment in which workers can afford to live and thrive.

- Low carbon and accessible transportation
- Divestment from fossil fuels, the prison industry, and ICE
- Affordable housing
- Green procurement
- Water safety
- Sustainability GSSA positions
- Carbon neutrality
- Tenants’ union
- Food justice
Sexual Misconduct Protections: The problem is that recent Title IX regulation changes have caused confusion and dissatisfaction with the reporting and handling of issues related to sexual misconduct. These problems are exacerbated by issues with staff retention in the Office of Institutional Equity (OIE). The initial proposals (listed below) build on and facilitate the implementation of several recommendations from U-M’s recent external review of sexual harassment and misconduct.

- GEO grievance procedure
- OIE efficiency and accountability
- Expansion of definitions
- Anti-discrimination statement

- Field experience procedures
- Gender neutral pronouns in contract (ACCEPTED!!)
- Preventative and compensatory measures
DEI Compensation: The problem is that U-M currently benefits from the uncompensated labor of graduate students working to implement the university’s DEI strategic plans. The initial proposal is to increase the number of DEI GSSAs on all three U-M campuses.

Further Detail on Problem:

- All student labor should be compensated.
- Because graduate students from marginalized backgrounds tend to do more uncompensated DEI labor, not compensating DEI labor perpetuates U-M’s failure to promote diversity, equity, and inclusion.
- None of the $85 million in U-M’s DEI funds currently go to Flint and Dearborn.
- Currently, U-M has only 6 DEI GSSAs (whittled down from our last contract campaign’s proposal for 24.)
Paid Professional Leave: The problem is that GSIs are not guaranteed compensation for professional leave (e.g. conference travel). The initial proposal is to guarantee paid professional leave (similar to existing sick leave).

Further Detail on Problem:

- Conference attendance is necessary in most disciplines.
- Without a clear policy, practices vary widely across departments, faculty, and courses.
- GSIs are often held responsible for finding a replacement, requiring them to ask peers to perform unpaid overtime.
Removal of Low Fraction Appointments: The problem is that funding below a 0.25 Full Time Equivalent (FTE) - which many SMTD students receive - does not match A2’s high cost of living. The problem is exacerbated by SMTD contracts prohibiting outside-of-U-M work for more than 15 extra hours. The initial proposal is that employing units offering funding below a 0.25 FTE must secure a 0.25-FTE-equivalent salary through additional research assistantships or fellowships.

Further Detail on Problem:

- There are 119 employees below .25 FTE.
- 55 of these 119 are SMTD students.
Twice-Monthly Paychecks: The problem is that many graduate student employees live on tight budgets, paycheck-to-paycheck. This issue is exacerbated over the summer when some employees do not receive a paycheck from April until the end of September. The initial proposal is to be paid twice per month to provide more flexible and elastic access to money.

Further Detail on Problem:

● While student employees typically have to pay rent (and security deposit) on or before September 1, the first paycheck is not issued until the end of September.
● There is a currently a large gap between the December paycheck and the January paycheck, creating an extra financial burden in late January.
Gender Inclusive Bathrooms: The problem is that not all graduate employees have ready access to gender-inclusive bathrooms. Below are our initial proposals.

1. At least one accessible, gender-inclusive single-stall restroom on the ground floor
2. For buildings with three or more floors, a gender-inclusive restroom on every other floor
3. Privacy standards for multi-stall gender-inclusive restrooms
4. Up-to-date list of such restrooms in such buildings
5. At each gender-exclusive restroom, signs noting nearest gender-inclusive restroom
Disability and Mental Health: The problem is that U-M is inaccessible for students with disabilities or mental health concerns. Some of the initial proposals are listed below.

- Increasing the number of staff in the central office for graduate employees with disabilities
- Increasing disability- and mental-health-related privacy protections for graduate employees
- Streamlining access and process of accommodation requests
- Lowering the co-pay caps for mental and physical therapy
- Protecting against undue discipline by implementing a standard procedure for graduate employees struggling to meet employment expectations
Parents and Caregivers: The problem is that U-M does not provide adequate support for parents and caregivers. Further detail and initial proposals are below.

Costs of childcare are high and increasing, so----> Increase subsidy (and its rate of increase).

UM’s current subsidy requires applicants to meet restrictive FAFSA criteria for ‘need’, so--------------> Create a subsidy program administered by GEO, modeled after NYU-UAW program.

The Child Care Initiative Steering Committee is assembled ad hoc; we have no representation on it; and it can affect UM childcare policy, so------> Reinstate the Committee and allow GEO to select a representative for one seat.

Parental leave is too short and covers only births and adoptions, so--------------------------------------> Increase parental leave and add foster care placements and new guardianships.
Racial Justice: The problem is that U-M contributes to continuing injustices against graduate employees and other members of the campus community with marginalized racial or ethnic identities. The initial proposals (listed below) require U-M to take steps to enact racial justice.

- Defining and expanding the role of GSSAs and their access to recruitment data
- Instituting faculty anti-oppression trainings
- Including land acknowledgements within GSI trainings
- Disarming and demilitarizing our workplace
- Providing medical and legal resources to Flint and Dearborn employees
Eliminate Semester Fees: The problem is that graduate employees pay semester fees, but are required to be registered in order to be graduate employees. In effect, we are paying to work. The initial proposal is to eliminate semester fees for graduate employees.

Examples of semester fees include:

- Registration ($80)
- School and College Government ($1.50);
- Student Legal Services ($8.50)
- Central Student Government ($9.19)
- Union and Recreational Sports ($65)