

CGE Bargaining Gains Through Time

NOTE: This is a very incomplete chart, and basically includes only the “big three” financial pieces of the contract.

CONTRACT	CONTRACT CYCLE GAIN ¹	HEALTH INSURANCE	FEES	SALARY
TOTALS 2001-2014	= \$5155/yr +\$10181/yr for grads with a family ² +\$2928/yr for engineers ³ +\$6597/yr for lowest paid grads ⁴	Increased Health Insurance Benefits with CGE: = \$3392/yr = \$10594/yr with family²	Increased Fee Relief with CGE: = \$1761/yr = \$3053/yr for engineers	Increased Salaries with CGE: = 66% increase to minimum salary = \$6597/yr for lowest paid, 0.49 FTE
2014	= \$536/yr (plus 2% COLA) +\$3998/yr for grads with a family +\$957/yr for lowest paid grads added to 2010 contract benefits	<p>academic year = \$2544/yr value summer = \$848/yr family = \$7202/yr</p>	<p>total fee relief = \$1761/yr total fee relief = \$3053/yr for engineers</p>	<p>6% raise to minimum salary rate over 2 years 2% annual COLA for all</p>
2012	= \$667/yr +\$3204/yr for grads with a family +\$2443/yr for lowest paid grads added to 2010 contract benefits	<p>academic year = \$2236/yr value summer = \$745/yr family = \$3204/yr</p>	<p>total fee relief = \$1636/yr total fee relief = \$2928/yr for engineers</p>	<p>18% raise to minimum salary rate over 3 years</p>
2010	= \$1204/yr +\$1290/yr for engineers +\$833/yr for lowest paid grads added to 2008 contract benefits	<p>academic year = \$2262/yr summer = \$442/yr family = \$1204/yr</p>	<p>total fee relief = \$1248/yr³ total fee relief = \$2538/yr for engineers³</p>	<p>7% raise to minimum salary rate 3% annual raise for low paid grads</p>
2008	= \$897/yr +\$759/yr for lowest paid grads added to 2006 contract benefits	<p>academic year = \$1721/yr summer = \$337/yr family = \$897/yr</p>	<p>total fee relief = \$900/yr</p>	<p>3% annual raise for low paid grads</p>
2006	= \$1401/yr +\$2289/yr for lowest paid grads added to 2004 contract benefits	<p>academic year = \$1311/yr</p>	<p>total fee relief = \$750/yr</p>	<p>19% raise to minimum salary rate 3% annual raise for low paid grads</p>
2004	= \$775/yr added to 2001 contract benefits	no group health insurance plan \$660/year university contribution toward individual plan	<p>total fee relief = \$0/yr</p>	\$445 per year “salary freeze” payment
2001	= \$330/yr +minimum salary rate established +grievance procedure +guaranteed tuition waiver	no group health insurance plan \$330/year university contribution toward individual plan	<p>total fee relief = \$0/yr</p>	minimum salary of \$2275/month at 1.0 FTE established

¹Contract cycle gain refers to the increased financial benefit bargained in each contract cycle. For example, the 2006 contract cycle gain is the financial benefit of the 2006 contract minus the existing benefits of the 2004 contract.

²Family is here defined as a partner and one or more dependents on graduate employee health insurance.

³2009-2010 CGE and AFT-Oregon lobbying efforts to reduce fees resulted in engineering specific fees of \$2928/yr being rolled into tuition and thus remitted to engineering grad employees. An additional \$348/yr in fees (registration and technology) were rolled into tuition and remitted to all graduate employees.

⁴Lowest paid grads are here defined as those working at the minimum salary rate. For calculations, a 0.49 FTE is used.