

Summary of 2010-2012 Contract Changes

These changes have been implemented and will be in effect until June 30, 2012, when the contract expires. If you have questions, please contact CGE Vice President for Bargaining and Grievances, Matt Loewen, at vp_bargaining@cge606.org.

Article & Section	Change	Reason/Impact
Article 8 Section 13	Fair-share dues are now equal to full member dues.	OSU was willing to agree to an overall contract that is worth more to each person than this could ever cost them, and this was important to OSU for administrative reasons. Non-members who are in the bargaining unit can join at no additional cost or can request they be rebated the difference (about \$15/term).
Article 8 Section 14	CGE agrees to hold OSU harmless for their fulfillment of Article 8.	OSU doesn't want to be sued by someone who doesn't like fair-share. This should have no impact.
Article 9 Section 5	OSU will send an email to non-academic units encouraging them to post open assistantship positions in the Barometer.	Could increase competition for those positions, which could result in higher-quality grad employees in those positions. Something like what is done at UO could be a long-term goal: http://gradschool.uoregon.edu/?page=gtfOpenings
Article 11 Section 1	In Fall 2011 the minimum salary in the contract increases by 6.7%.	This is targeted help for the lowest-paid graduate employees.
Article 11 Section 1	Anyone whose annual full-time salary rate is under \$31,878 will receive a 3% annual raise starting their second year until they reach that number.	This will affect the bottom quarter or so of graduate employees. The OSU Graduate School recommends a minimum of \$31,878. That will likely remain a goal of CGE's.
Article 11 Section 3	"Supervisors shall review the employment fraction with their employees at the beginning of the employee's appointment to ensure mutual understanding of the weekly work time commitment."	Helping both parties understand a position's expectations can make it easier for grad employees to speak up when they work more than their assigned hours and help prevent positions from being set up to require more work than the assigned hours allow.
Article 11 Section 3	"No more than 85% of the employee's maximum work hours for a 13-week employment period may be worked during the 11-week academic term."	This effectively reserves two weeks' worth of hours for outside the 11-week term, which hopefully promotes the inclusion of training and prep time as part of the assignment. It should also prevent stacking hours for a shorter assignment, e.g. someone with a 0.49 FTE position who ends up working 25 hours per week for 10 weeks.

Article & Section	Change	Reason/Impact
Article 11 Section 3	“Working hours shall not fluctuate more than 50% above the weekly average in any one work week throughout the course of the employment period, unless by mutual agreement between the supervisor and the employee.”	Except where it is planned or unavoidable as part of the course (field trips, for example) and thus discussed beforehand, this helps spread workload out more evenly so that grad employees are less likely to have to sacrifice academic progress or health to get employee work done.
Article 11 Section 3	To the previous table we’ve added columns showing average hours worked per week per FTE level, total hours over the 11-week academic term and total hours available outside the 11-week academic term.	This should make it easier for departments to create positions that don’t result in overwork.
Article 11 Section 3	“The parties agree that work is to be distributed as evenly as possible over the 13-week employment period.”	This should also help reduce overwork as well as single-week overloads.
Article 11 Section 4	Revised language around what happens when someone works more than their assigned hours.	Moves timeline from after the fact to ongoing such that grad employees who can demonstrate they are working more than their assigned hours can get their hours or pay increased and/or their workload decreased before they exceed their maximum paid hours.
Article 28 Section 3	Cleaned up language around summer health insurance.	None, as old language reflected the initial implementation of summer health insurance.
Letter of Agreement - Fees	Elimination of language around several department-specific fees that no longer exist; roll-in of the following fees to tuition: MBA, Engineering Graduate, Registration, Interdisciplinary Studies, Educational Resources, Technology Resources, Summer Session.	Will reduce costs for graduate employees. Registration (\$11/term) and Technology (\$105/term) fees applied to everyone; Engineering Graduate fee applied to Engineers at \$430/term. Summer Session Fee was \$34 and was spent like tuition; CGE has previously won a grievance over this fee. They are all included in tuition now.
Letter of Agreement - Differential	None. It remains at \$300/term despite the lower cost of fees, and we have included that information here since there were a lot of questions about it.	Combined with the decrease in fees, all graduate employees should have a lower net fee bill than before.

More information, including the full contract, is also available at cge6069.org.