

Article 3

- 3 year term of agreement with no reopener.

Article 8

- Removed limitation on the total number of stewards.

Article 9

- Graduate employees can request an updated appointment letter if changes are made.
- Increased position description from 20 days to 30 days before start of employment.
- Stronger language around requirement to reassign graduate employees whenever possible if enrollment changes lead to course cancellations.

Article 11

- Minimum salary increase by 13% (\$1991/month), effective upon ratification and retroactively applied to September 16th, 2024.
- Returning GE raises: 3% effective upon ratification and retroactively applied to September 16th, 2024, 2.85% in September 2025, 2.75% in September 2026, and 2% in September 2027.

Article 12

- Increased SEVIS/visa reimbursement maximum from \$500 to \$700.
- Increased DACA fees from \$495 to \$600.

Article 14

- Increased notice of layoff during a contract from 15 to 30 days.

Article 17

- Notice of charges or complaints must now be given “as soon as practicable”, before there was no timeline.

Article 18

- Extended timeline to 40 calendar days to file a grievance, up from 30 calendar days.

Article 19

- Created a timeline for OSU to schedule labor management meetings so that problems can be handled more quickly.
- Prevented OSU from getting rid of labor management meetings during bargaining, reducing meeting frequency from every month to every term, and from limiting what kinds of issues can be solved in this way.

Article 22

- Transportation resource guides to provide to international grads on how to get to the social security office in Albany.

Article 24

- “The university shall navigate allegations of discrimination based on caste as incorporated within the protected statuses of national origin, ethnicity, religion and/or other applicable protected statuses.”
- Continued annual anti-harassment training for supervisors.
- “When a graduate employee completes the formal process for name-in-use (preferred name) change, the university will honor such change. If requested in writing to Employee and Labor Relations, by the Graduate Employee, Employee and Labor Relations will also inform any current supervisor(s) of the Graduate Employee as to the change when it is put into effect.”

Article 25

- Added low air quality as a condition that would protect GEs choosing to leave an unsafe work environment without prior supervisor approval.

Article 30

- Protection from retaliation for appropriate use of sick leave.

Hardship Fund LoA

- Increase in funds from \$125k to \$150k.