

Article XX. Personnel Benefits

X.1 Healthcare

X.1.1 All benefits and cost-sharing terms of the 2023/24 and 2024/25 graduate student assistant health insurance plans provided to eligible bargaining unit members shall be continued.

~~Graduate student assistant health insurance benefits will be provided to eligible bargaining unit members for the duration of this agreement. Choice of available health insurance plans will be at the sole discretion of the University.~~

X.1.2 The parties may discuss aspects of the current graduate student assistant health insurance plans - including but not limited to experience/utilization, benefits, cost-sharing, provider networks, or plan administration - during union-management committee meetings. Starting in September 2024 and in September of each subsequent year of the agreement, either party may reopen the agreement and propose changes, including but not limited to benefits, cost-sharing, plan eligibility, or the provider network, to the following year's graduate student health insurance plan..
~~The Union may make recommendations regarding benefits to the University for their consideration during union-management committee meetings.~~

X.2 Retirement

Bargaining unit members who are employees of the University and who receive compensation in the form of W-2 wages shall be eligible to participate in retirement plans which are available for part-time employees and are within the University's control. The terms of those Plans, as they exist now, or may be amended, will apply. Information concerning eligible retirement plans may be found in the benefits section of the University's Human Resources webpage.

X.3 Tuition and Fee Waivers

Graduate student tuition and fee benefits will be provided to eligible bargaining unit members for the duration of this agreement, at the same levels as at the time of ratification. All bargaining unit members shall receive 70% coverage of all unwaived-fees, and all late fees will be waived. ~~The University reserves the right to waive payment for tuition and fees on an individual case basis.~~

X.4 Professional Development

As TA'd on March 19, 2024

X.5 Observed Holidays

The following holidays are observed by the University:

- New Year's Day (plus one day before or after as specified by the President)
- Martin Luther King Jr. Day in Celebration of Alaska Civil Rights (third Monday in January)
- Day of Spring Recess
- Memorial Day
- Independence Day (plus one day before or after as specified by the President)
- Labor Day
- Fall Break and the day immediately following
- Christmas Day (plus one day before or after as specified by the President)

Holidays falling on a Saturday shall be observed on the preceding Friday, and holidays falling on a Sunday shall be observed on the following Monday. Religious holidays may be observed by bargaining unit members as leave without pay. Advance approval must be obtained from the bargaining unit member's supervisor, or designee.

Holidays may be changed at the discretion of the University.

X.6 Jury Duty

A bargaining unit member shall not have any reduction of stipend or pay due to jury duty service, or if subpoenaed to serve as a witness in a legal proceeding in which the bargaining unit member is not a party to the dispute.

XX.7 Paid Time Off

Graduate Workers shall receive five (5) days of paid time off per term. Paid time off will be pre-loaded annually and available at the beginning of the academic term following the start of the appointment. Up to fifteen (15) days of unused paid time off will carry forward to the next appointment year.

XX.8 Sick Leave

Graduate Workers will receive one (1) day of paid sick time off for every month of appointment. Paid sick time off will be preloaded annually and available at the beginning of the month following the start of the appointment. Up to twelve (12) days of unused sick time off will carry forward to the next appointment year.

XX.9 Family Medical Leave

Graduate Workers shall receive five (5) days of paid time off for family and medical leave per term. Family medical leave will be pre-loaded annually and available at the beginning of the academic term following the start of the appointment. Up to fifteen (15) days of unused family medical leave will carry forward to the next appointment year.

The University will grant a Graduate Worker request for unpaid family medical leave for up to eighteen (18) weeks due to:

- personal illness and/or disability;
- care of a family member, childbirth, or adoption;
- bereavement due to the death of a family member.
- family member's military deployment or service-related injury

During the leave period, the bargaining unit member will maintain their health care coverage and their original or equivalent position.

XX.10 Shower Access

For a bargaining unit member who is employed and physically assigned to the University of Alaska Fairbanks Troth Yeddha' campus ~~provides evidence that their primary residence is a dry cabin (e.g., documentation of a lease), UA will extend campus shower access, where available, for the bargaining unit member and their dependent family at all times, between academic year appointments. Access to shower facilities as described above is during the normal operating hours of facilities as determined at the University's discretion.~~