

Union Proposal - February 9th 2026. The proposed edits are without precedent or admission to the interpretation of this or another language in the agreement, the existence of a term or condition or past practice, or rights or defenses of HGSU

ARTICLE XX TRANSITIONAL SUPPORT PROGRAM

Section 1. For the life of the agreement, the University shall establish a pilot Transitional Support Program (TSP) available to all salaried RAs within their guaranteed funding period to provide up to six (6) months of funding, if requested, to transition out of:

- Unhealthy working relationships, including abusive, discriminatory, and/or harassing relationships.
- Situations where the faculty advisor is no longer available, for example, departure of the advisor from the university, or advisor on long term sabbatical.
- Situations where a transition is mutually agreeable, for example, difference in research interests.

Additional support, beyond the six (6) months of funding, may be provided to the RA upon review by, and at the discretion of, the applicable program or department. If the RA is unable to find a new advisor within three (3) months, the RA will be allowed to search for a new faculty advisor outside of the RA's original program or department. If the RA finds a new advisor before the end of TSP funding period, and funding is not immediately available from the new advisor, the RA will continue to be funded by the TSP through the remainder of the TSP funding period.

Section 2. The TSP will provide RAs with up to six (6) months of funding, tuition waiver, healthcare, and all benefits established under this agreement. Programs or departments employing salaried RAs under guaranteed funding periods (TSP eligible programs) will maintain sufficient reserves to accommodate the typical demands for transitional support. Should there be a period of time when an unusually high need for transitional support is needed, the program or department will work with the Dean and, as needed, the Provost, to secure the needed resources.

Each TSP eligible program may provide advisor-independent funding in the form of a fellowship, a TF, an RA, or other sources of funding. When possible, the program or department will try to give the most flexible funding (i.e., a fellowship). This funding will supplement any other funding the RA has been provided, awarded, or guaranteed by their department(s) or any other source, including external fellowship funding.

Section 3. Each TSP eligible program will appoint a Transition Support Coordinator (TSC) to help them navigate the TSP. RAs can opt into this program at any time by meeting with their program or departmental TSC. The TSC will perform an initial intake assessment with RAs seeking transitional support to learn more about their situation and educate them about other options outside of the TSP. The TSC will review the RA's unhealthy situation, though no proof of

the RA's unhealthy advising situation is required for transitional support to be granted. TSP funding shall be provided within two (2) weeks of the initial meeting with the TSC, so that the RA does not miss a pay period. Both parties understand administration of the TSP is a one time benefit for RAs, except in exigent circumstances as agreed to by both parties.

The University will additionally appoint a central GSAS TSC, whom RAs can reach out to if they feel they may have a conflict within or distrust of the department in handling this particular situation. The GSAS TSC will be able to act as a mediator if needed to help the RA discuss their situation with the departmental TSC and departmental leadership.

The RA's original advisor may ask the RA to wrap-up/hand-off their duties (i.e., train new students, finalize/compile data and other materials, etc.). This should take no more than 15 hours per week of the RA' time, for up to 4 weeks.