

## GSU-UE Contract Bargaining Economic Proposals

The **economic proposals** are provisions in our contract that outline our wages, time off, medical benefits, commute subsidies, parental and international student support. These proposals will:

- **Ensure we are compensated fairly** by:
  - Setting a minimum **base PhD stipend of \$45,000**, or providing a **6% raise, whichever is higher** in the 2023-2024 academic year.
  - Guaranteeing a **6% annual raise for graduate workers** or a **raise tied to the local cost of living** if inflation exceeds 6%.
  - Setting the **minimum wage for hourly workers at \$25/hr.**
  - Establishing access to a **retirement fund with 3% matching.**
  - Giving **MA workers** the ability to opt for **tuition waivers as compensation** for RA and TA positions.
  - Offering 5% additional pay for lead TA positions and mentoring undergraduates in research.
- **Improve teaching and research structure** through:
  - Guaranteeing access to RA positions, **transitional funding**, and optional TA positions if RA positions are unavailable.
  - **Standardizing maximum teaching requirements to 5 credits or less** in programs with lower requirements and extending the option to teach beyond program requirements with compensation.
- **Ensure affordable medical benefits** by:
  - Ensuring USHIP coverage for all PhDs throughout their degree and all MA workers.
  - Having **premiums covered for dental and vision plans.**
  - Having **all out-of-pocket healthcare costs waived.**
- **Increase support to student parents and caregivers** through:
  - Allowing Child Care Stipend to be available for other dependents.
  - Allowing MA workers to access the Dependent Care Stipend.
  - **Dependent Care Stipend of \$5,500 per year for one dependent, \$7,500 for two dependents, and \$9,500 for three or more dependents.**
  - **Subsidized backup childcare.**
  - Need-based reimbursement for up to \$10,000/year for dependent care.
  - **75% coverage for health insurance premiums of dependents** enrolling in USHIP.
  - 12 weeks of parental leaves and additional leaves as medically necessitated.
- **Enshrine time off** through:
  - Access to **3 weeks/year of paid vacation.**
  - Access to the same **bereavement leave, personal days and sick leave** policies that staff and faculty receive.
  - Access to **1 quarter per year of paid family and medical leave.**
  - Access to 4 quarters of unpaid leave of absence without losing benefits.
  - Ensuring **academic standings are not affected by availing these leaves** and reinstating our positions after the leave is over.
- **Improve international student support** by
  - **Rebated DS-160, SEVIS, and OPT application fee.**
  - Access to **free federal and state tax workshops, attorneys, and filing software.**
- **Offer employee assistance** such as
  - Guaranteed **Relocation Assistance of \$2000** to every incoming PhD student.
  - Access to **free U-Pass and increased Metra Electric Passes** to all workers.
  - More transparent access to Emergency Grant Funds.
  - Timely completion of disability accommodations construction projects.
- **Enshrine community benefits** such as

- Matching gifts from the University to the Union's donations to a local food bank.

### Invite To General Membership Meeting

This platform would be the basis of all the economics proposals that will be used in bargaining with the University pending approval by the membership in the **upcoming General Membership Meeting on 16th October at 6:00pm**. The meeting will take place **in-person at Hyde Park Union Church (5600 S Woodlawn Ave)** and on [zoom](#). Food and drinks will be served. Please [RSVP for this meeting](#) to get a zoom link and help estimate how much food to get.

General Membership Meetings are open to all members. Any graduate worker at UChicago can become a member by [signing a union card](#).

