



Graduate assistants are organizing to improve our working conditions, our learning conditions, and the learning conditions of our students – and we are winning! Here are a few of the improvements graduate employees have been able to achieve collectively through organizing as a union:



Stipends

- Brown University
 - A 35% pay increase worth \$10,892.53 for graduate assistants in social sciences and humanities and a 21% stipend increase worth \$7,376.3 for graduate assistants in the sciences from the years 2020-2023.
 - A minimum stipend of \$42,411.03 per year (including summer funding) for all graduate assistants.
- Columbia University
 - A minimum stipend of \$43,100 for 12-month appointments.
 - A retroactive pay increase of no less than 4% for this academic year, plus additional 2% to cover union dues.
 - An additional 3% increase in each of the next three years.
- Syracuse University
 - \$28K minimum stipend for PhDs and any grad workers currently at or above the minimum will receive a 12.5% pay increase over the life of the contract,
 - A one-time ratification signing bonus of \$1000
- University of California
 - A 46% increase to minimum stipend pay from \$23,250 to about \$34,000
- Brandeis University
 - An increase in per course pay of up to 56% over three years in their first contract.

Health Benefits

- University of Michigan
 - Fully covered health and dental insurance, along with improved trans healthcare.
- Georgetown University
 - Fully covered health and dental insurance.
- Columbia University
 - University will pay 75% of dental insurance premiums for PhD students and dependents.

International Graduate Worker Support

- University of Michigan; University of Washington, University of Massachusetts-Amherst
 - Reimbursement of the SEVIS Fee, paid leave to participate in immigration proceedings and bereavement leave, and increased protections against bullying and harassment of international students.
- University of Michigan
 - Improved legal resources and the creation of a legal phone hotline international students can call if they encounter issues crossing the border.
- Syracuse University
 - Fully subsidized access to tax preparation programs, up to 5 days paid leave for immigration proceedings, reimbursement of SEVIS fees, and the creation of an International Graduate Assistants Healthcare Dependent Fund that covers healthcare premiums for dependents.

Support for Parents

- Rutgers University
 - Up to 14 weeks (1 semester) of paid parental leave.
- Syracuse University
 - Up to \$3,000 per year in childcare subsidies.
- University of Michigan
 - Six weeks of paid parental leave; a childcare subsidy award, which is set at a minimum per term of \$2,940 for one child, \$4,310 for two children, and \$5,682 for three or more children; along with guaranteed lactation spaces on campus.

Workloads

- Georgetown University and Rutgers University
 - Workload capped at 15 hours per week.
- Harvard University
 - Workload capped at no more than two recitation sections per semester.
- Brandeis University
 - Workload capped at 14 hours per week for teaching fellows and 10 hours for teaching assistants (*stipend amounts still increased despite reduction in contracted workload; see above*).
 - Guaranteed access to teaching materials for a course, such as textbooks and supplies.

Protections against all forms of harassment, racism, sexism, discrimination against international students and bullying

- University of Michigan, Columbia University, *University of Connecticut, and others:
 - Right to Independent third-party arbitration or mediation for harassment and discrimination claims, bullying, overwork, racist or sexist behavior in the department, and any other employment issues.
- Harvard University
 - Legal funding that student workers going through Title IX process can utilize.
- University of California
 - Standard-setting protections against discrimination, harassment and abusive conduct with guaranteed interim measures while investigations are ongoing



Want to win improvements like these? Scan to sign your union card and see our link tree with our sources and more info!



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