

GEO CONTRACT SUMMARY

For the 2009-2012 agreement between the GEO and the U of I Board of Trustees

MAJOR CONTRACT GAINS:

Unprecedented contractual protection for tuition waivers
An increase to the minimum salary in each contract year
Increased health insurance coverage
Increased parental accommodation period

Scope/Coverage

- The contract duration is August 16, 2009-August 15, 2012.
- The contract covers all members of the Graduate Employees' Organization (GEO) **bargaining unit, whether or not they are members of the GEO.** With few exceptions, all graduate employees who hold Teaching or Graduate Assistantships are members of the bargaining unit. Fellows or RAs who do not hold TA or GAships are not subject to the contract. It is very common for graduate employees to move in and out of the bargaining unit as their appointments change from semester to semester.

Salary

- Effective August 16, 2009-August 15, 2010, **the minimum salary for a 50% nine month appointment is \$13,840.** Lower percentages are calculated proportionally; for example, the minimum salary for a 33% TA or GA appointment is \$9,134.
- Unlike the previous contract (06/09), an annual cost of living increase is assessed only to the minimum salary - no annual raise is mandated for any salary above the minimum.
- The minimum salary for a 50% nine month appointment will be **\$14,250 in AY 2010-'11 and \$14,820 in AY 2011-2012.**

Parental Leave

- Eligible TAs and GAs are entitled to up to six weeks of "parental accommodation" following the birth or adoption of a child. An assistant is eligible if s/he holds an active appointment at the time the leave is taken.
- These six weeks consist of: two weeks paid parental leave, two weeks paid sick leave, personal unpaid leave of absence up to the six week maximum if the assistant does not have enough paid sick leave. The first two weeks of paid parental leave is guaranteed, and does not require sick leave.

Health Care

- The University will contribute 65% of the Student Health Insurance fee in the first year and 75% in the remaining two years of the contract.

Tuition Waivers

- "During the term of this Agreement, Graduate Assistants and Teaching Assistants will not have their tuition waivers reduced while they hold qualifying assistantships, are in good academic standing, and are making proper progress toward graduation in the program in which they began."
- The GEO and the University stipulate that "this commitment is consistent with longstanding and ongoing practice," meaning that changes to tuition waiver policy that violate past practice are grievable under the contract.

Bargaining collectively since 2003.

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