

This is offered as a package proposal. Should it not be accepted in total, the concessions and revisions in this package proposal may be withdrawn and the Union's position on all such items in these articles may revert to its most recent proposals for such articles and times.

The package includes the following articles:

- Retirement- withdrawn
- Relocation- withdrawn
- Food Security
- Tax Assistance
- Emergency Grant
- Housing
- Childcare
- Tuition and Fees
- Compensation

Redlined from WPI-GWU-UAW 3/23 Proposal

ARTICLE \_\_  
FOOD SECURITY & NUTRITIONAL WELLBEING

**Section 1.** The Union and the University recognize the importance of high-quality, affordable food options for the health and wellbeing of all GWs.

**Section 2.** ~~Consistent with the University's Help with Food Insecurity program,~~ GWs ~~shall be~~ eligible to receive an Emergency Meal Plan (equivalent to 10 meals ~~per term~~) at no cost to the GW. Additional ~~E~~mergency ~~M~~meal ~~P~~lan~~s~~ requested by the GW shall not be unreasonably denied.

~~**Section 3.** The University shall undertake various food justice and anti-food desert initiatives on and off-campus to increase access to affordable and healthy foods. The University shall partner with local farms or organizations to make fresh produce available on campus for GWs to purchase. This shall be made available throughout the year regardless of University-scheduled academic calendar breaks.~~

Redlined from WPI-GWU-UAW 3/23 Proposal

ARTICLE \_\_  
TAX ASSISTANCE

~~**Section 1.** WPI shall reimburse each GW up to \$300 for documented expenses related to tax assistance from a licensed professional or software each tax year.~~

**Section 12.** WPI shall provide access, free of charge, to the necessary software and electronic filing procedures for completion of federal, state, and local taxes, including but not limited to software that is equipped for non-resident GW's specific tax filing needs (i.e., Sprintax).

**Section 23.** WPI shall provide GWs with all the documentation necessary to file their taxes in a timely manner.

Redlined from WPI-GWU-UAW 3/23 Proposal

ARTICLE \_\_  
EMERGENCY GRANT

**Section 1.** ~~Effective upon ratification of this Agreement, WPI~~ The University shall continue to make the WPI Financial Assistance Fund ~~fund~~ available to assist all GWs with an unforeseen financial hardship, emergency or catastrophic event ~~a temporary hardship due to a significant emergency event.~~ ~~Such events shall include, but shall not be limited to, medical, family-related,~~

~~travel, and relocation emergencies for which a GW incurs expenses not paid for or covered by other University benefits or aid funds.~~

~~**Section 2.** Commencing upon ratification of this Agreement, the fund will be \$50,000 for each fiscal year of this Agreement.~~

~~Distribution of money from such fund shall be made in accordance with procedures, policies and requirements established by the Union, subject to approval by WPI. There shall be no rollover of any unexpended funds from one year to the next.~~

Redlined from WPI-GWU-UAW 3/23 Proposal

Article \_\_  
HOUSING

~~**Section 1.** The Union and the University share the concern that adequate, safe, and affordable housing be available to graduate students, including GWs.~~

~~**Section 2.** The parties agree that the Union-Management Committee may consider housing issues and make recommendations to the University to address the housing needs of graduate students and GWs.~~

~~**Section 3.** The University will provide the Union-Management Committee with available information reasonably necessary for it to carry out its function with respect to housing, including an annual update concerning the number of spaces of campus housing for which GWs shall be eligible to apply.~~

~~The University shall maintain at least the same level of graduate housing for the duration of this Agreement. Additionally, apartments allocated as graduate housing should not be used to accommodate staff or faculty.~~

~~**Section 2.** Residential Services Office (RSO) will continue to work with the Office of Accessibility Services (OAS) to ensure GWs obtain the required housing accommodations.~~

~~**Section 3.** RSO shall ensure that all graduate apartments are cleaned, renovated, and facilities are in good condition prior to assigned move-in dates. Additional maintenance and servicing of emergent issues shall be performed in a timely manner.~~

~~**Section 4.** RSO shall ensure that all bedrooms in graduate apartments have locks, basic furnishings, standard electrical outlets, and other safety devices i.e. smoke detectors and carbon monoxide detectors installed correctly as required by law.~~

~~**Section 5.** Graduate housing costs (including utilities and average WiFi costs) shall be no greater than 20% of the GW minimum salary level.~~

~~Section 6. WPI shall create a housing resources page for graduate workers that shall include, but not be limited to:~~

- ~~• Off-campus rental properties~~
- ~~• Rental rights~~
- ~~• Centralized roommate finder~~
- ~~• On-campus housing options~~

Redlined from WPI-GWU-UAW 3/23 Proposal

ARTICLE \_\_  
CHILDCARE

**Section 1.** The University shall reimburse salaried GWs and hourly GWs who work at least 10 hours per week average for up to \$12,000 per child per month for childcare expenses incurred during the length of the GW's appointment. Expenses incurred from any childcare provider shall qualify for reimbursement.

**Section 2.** The University shall extend to GWs any childcare partnerships, programs, or benefits offered to faculty and staff.

**Section 3.** The University shall ensure that there is at least one women's, men's, and all-gender bathroom with a changing table in each building.

**Section 4.** WPI shall send out email notifications to all GWs at least once per term notifying GWs of these childcare benefits, including instructions on how to apply for reimbursements described in Section 1.

Redlined from WPI-GWU-UAW 3/23 Proposal

ARTICLE \_\_  
TUITION AND FEES

**Section 1.** The University shall waive all tuition and all fees for PhD students working as GWs and all salaried GWs covered by this Agreement during each term of such appointment.

Redlined from WPI-GWU-UAW 3/23 Proposal

ARTICLE \_\_  
COMPENSATION

**Section 1.** All current GWs (GWs on payroll in D term 2023) shall receive a \$4,000 lump-sum payment upon ratification.

**Section 2.** Effective August 15~~July 1~~, 2023, the 2023-2024 academic year, salaried GWs with twelve (12) month appointments shall be paid a minimum of \$539,001. Salaried GWs with appointments less than twelve (12) month appointments shall be prorated.

Effective August 15~~July 1~~ of each year of this Agreement beginning in 2024, the base salaries shall increase 5% in each year of this Agreement. If a GW's salary is above the minimum rate, they shall receive the same increase rates above.

If the University provides a university-wide staff salary increase higher than the one provided to GWs, GWs shall receive the higher percentage.

**Section 3.** Effective upon ratification, hourly GWs shall be paid a minimum of \$28.00/hour. If a department or program publishes an hourly rate that is above the minimum or have paid GWs hourly rates above the minimum, they must honor at least that rate for the duration of this Agreement.

Effective August 15~~July 1~~ of each year of this Agreement, the hourly rate shall be increased by \$1.00.

**Section 4.** In addition to the salaries in Section 2, GWs with the title Instructor of Record shall receive an additional \$2000 per course per term, and GWs with the title of Head TA shall receive an additional \$750 per course per term.

**Section 5.** GW shall not be offered compensation less than that reported by WPI during the GWs previous assignment, if any such assignments exist.

**Section 6.** A GW shall be paid on a timely basis, in accordance with the University's normal business operations. In no case a GW shall be paid less frequently than on a bi-weekly basis.