

WPI Graduate Worker Union- UAW  
Detailed Summary of Tentative Agreement (TA)

You can read the 1-page highlights [here](#).

You can read the full TA [here](#).

Non-Economic Articles

Non-discrimination and Harassment	<ul style="list-style-type: none"> <li>● Protections against harassment and discrimination, including bullying</li> <li>● Access to grievance and arbitration for all harassment cases</li> <li>● Protections for ADA accommodations</li> <li>● Supportive measures for GWs</li> <li>● Protections for pregnant and lactating GWs</li> <li>● Codified all-gender bathrooms and locations posted on central website</li> <li>● WPI will update employment and student records with GW preferred name, pronouns and honorifics</li> <li>● Prayer spaces locations posted on central website</li> </ul>
Non-Resident and Non-Citizen Graduate Workers Rights	<ul style="list-style-type: none"> <li>● Improved privacy protections for non-resident and non-citizen GWs</li> <li>● Federal immigration agents must comply with legal process/requirements to enter WPI buildings or interrogate, search or seize person or property of any GW</li> <li>● WPI will maintain list of attorneys and agencies to assist GWs for immigration-related questions</li> <li>● Protections in cases where GW is unable to return to the US or loses work authorization</li> </ul>
Titles and Classifications	<ul style="list-style-type: none"> <li>● Defined titles for salaried and hourly positions</li> <li>● All GWs shall be placed into titles once contract is effective</li> <li>● Clarifies Instructor of Record and Head TA job titles and duties</li> <li>● Verbal (not written) assurances that salaried positions and hourly positions will remain as such</li> </ul>
Appointments Notification	<ul style="list-style-type: none"> <li>● Appointment letters for all GWs</li> <li>● Minimum appointment duration of 9 or 12 months for salaried GWs and one term for hourly GWs</li> <li>● Summer appointments made as soon as possible and no later than the start of C term. Communication about likelihood of summer appointment at beginning of A term</li> <li>● Ability to express assignment preferences</li> <li>● GWs shall not be required to perform services that is entirely personal in nature of other WPI employees (e.g. picking up faculty dry cleaning or watching faculty children)</li> <li>● ESL language training at no cost to GW who require it</li> </ul>
Appointment Security	<ul style="list-style-type: none"> <li>● If offered appointment to GW position, WPI must honor terms and conditions</li> <li>● If position becomes unavailable WPI shall honor terms and conditions or find comparable position for the duration of the appointment</li> </ul>
Job Posting	<ul style="list-style-type: none"> <li>● Beginning July 1, 2024 Departments or Programs that have vacancies will post job opportunities on centralized job posting site</li> </ul>

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Employment Files	<ul style="list-style-type: none"> <li>● Each GW shall have an employment file</li> <li>● GWs have right to inspect their own employment file</li> <li>● GWs will be notified within 2 working days of new materials added to their files</li> </ul>
Intellectual Property	<ul style="list-style-type: none"> <li>● Codify WPI IP policies and ensures posting on website</li> <li>● Union receive notification prior to any changes in policies</li> <li>● GWs entitled to Union rep during any disputes or investigations re IP and Research Conduct</li> <li>● Prohibits retaliation against GWs who report or participate in any investigation</li> </ul>
Workload	<ul style="list-style-type: none"> <li>● Workload is average of 20 hours per week</li> <li>● Supervisors have to provide reasonable notice for completion of tasks and accommodation of GW's academic commitments</li> <li>● Mandatory obligations scheduled between 8:00am to 5:00pm</li> <li>● Recourse in cases where GW works above the 20 hour average workload</li> </ul>
Workspace and Materials	<ul style="list-style-type: none"> <li>● WPI shall provide each GW services, materials and equipment to carry out their duties, including a desk or office space and office supplies</li> <li>● GW shall have access to computers with internet and printers within building of work at no cost</li> <li>● Reimbursement of materials purchased by GW with supervisor advance approval</li> <li>● Notice of alteration or move of GW workspace</li> <li>● GWs not expected to move or relocate materials or equipment into new spaces</li> <li>● Remote work opportunities</li> </ul>
Training	<ul style="list-style-type: none"> <li>● WPI provide trainings necessary to fulfill GW assignment at no cost and considered part of workload</li> <li>● Union may provide recommendations about content and delivery of training, including trainings on combating racism, ableism, bias, and discrimination and harassment</li> <li>● GW may request additional training that can enhance their work</li> </ul>
Health and Safety	<ul style="list-style-type: none"> <li>● Protections to ensure health and safety of GWs</li> <li>● Establishes of standardized lab operating procedure, training and/or orientation for each building or workspace</li> <li>● Ensures adequate first aid equipment</li> <li>● WPI provides PPE to GWs at no cost</li> <li>● GWs may request prescription safety glasses from supervisor</li> <li>● Creates workplace and workstation evaluations to address health concerns</li> <li>● 14 day notice of maintenance or construction in work area and/or building</li> <li>● Codifies that all GWs are eligible for Workers' Compensation</li> </ul>
Travel	<ul style="list-style-type: none"> <li>● WPI shall pay preferred provides in advance for authorized and</li> </ul>

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	<p>approved lodging, transportation and conference registration fees and expenses</p> <ul style="list-style-type: none"> <li>Expenses not pre-paid will be reimbursed according to WPI policy</li> </ul>
Employee Assistance Program	<ul style="list-style-type: none"> <li>GWs eligible for the Employee Assistance Program</li> </ul>
Grievance and Arbitration	<ul style="list-style-type: none"> <li>Creates process for enforcing the contract</li> <li>30 calendar day deadline to file a grievance</li> <li>Grievances are filed initially (step 1) at department or program level</li> <li>Can appeal grievance to the Dean of the School (step 2)</li> <li>Grievances can be appealed to a neutral third-party arbitrator (step 3)</li> </ul>
Discipline and Dismissal	<ul style="list-style-type: none"> <li>Discipline only for just cause</li> <li>Discipline shall include remedial measures</li> <li>Notice to GW and Union of discipline</li> <li>Process for due process for dismissal or unpaid suspension</li> </ul>
No Strike/No Lockout	<ul style="list-style-type: none"> <li>During term of contract, GWs will not go out on strike and WPI will not lockout any workers</li> <li>GWs who violate this article may be disciplined according to Discipline and Dismissal</li> <li>Union required to provide notice to GWs if prohibited strike occurs</li> </ul>
Union Management Committee	<ul style="list-style-type: none"> <li>Creates a joint Union and Management committee that will meet once a term to discuss matters affecting GWs</li> <li>Union representatives will receive release time to attend meetings</li> </ul>
Union Access and Rights	<ul style="list-style-type: none"> <li>Roster of bargaining unit employees sent to Union at start of each term and updated monthly</li> <li>FERPA waiver required as part of onboarding process and completed prior to commencement of work- this is so Union can get all info needed to enforce and administer the contract</li> <li>Union can use WPI email and use conference rooms for Union meetings and events</li> <li>Union notifies WPI of officers and authorized representatives that help investigate grievances. They shall receive release time</li> <li>Union access to University property</li> <li>Right to post on campus bulletin boards</li> <li>Access to orientations to address GWs</li> </ul>
Union Security	<ul style="list-style-type: none"> <li>As a condition of employment, GWs shall choose to join the union and pay dues (1.44%) or choose not to join the union and pay agency fees (equivalent to dues at 1.44%).</li> <li>WPI will deduct dues or fees from GW paychecks and remit to Union</li> <li>Key language to ensure health and power of the union to enforce contract</li> </ul>
VCAP	<ul style="list-style-type: none"> <li>WPI will remit Voluntary UAW V-CAP contributions to the Union</li> <li>This helps build our political voice!</li> </ul>

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Management Rights	<ul style="list-style-type: none"> <li>● Outlines WPI's rights as management not otherwise limited or modified elsewhere in contract</li> <li>● Union has legal right to engage in impact bargaining over changes to policies and practices at WPI, but no explicit past practices protections</li> <li>● Includes zipper clause which limits grievances to 4 corners of the contract- this is fairly standard, but benefits WPI and is a place to improve in future contracts</li> <li>● No protections against subcontracting GW work to outside contractors or temp agencies</li> </ul>
Severability	<ul style="list-style-type: none"> <li>● Ensures if any part of contract is no longer legal by law or other body that only that section is invalidated (and not the whole contract)</li> <li>● Requires parties to bargain in good-faith to replace language</li> </ul>
Recognition	<ul style="list-style-type: none"> <li>● Recognizes the WPI-GWU-UAW as the collective bargaining agent</li> <li>● Codifies NLRB unit definition</li> </ul>
Duration	<ul style="list-style-type: none"> <li>● 4 year contract expiring August 14, 2027</li> </ul>

Economic Articles

Compensation	<ul style="list-style-type: none"> <li>● Salaried compensation minimum for 12 month: \$39,000 (20% increase in Year 1)</li> <li>● Salary annual increases of 2.6% in Year 2, and 3% in Year 3 and 4 (Salary in Year 4 represents a total of ~31% increase from AY 22-23)</li> <li>● Salaried GWs above the minimums will receive above annual increases in their stipend</li> <li>● Instructors of Record: additional \$1,000 per course per term</li> <li>● Head TA: additional \$550 per course per term</li> <li>● Hourly minimum for Hourly admin and teaching: \$18/hour</li> <li>● Hourly minimum for Hourly researchers: \$20/hour</li> <li>● Hourly minimum annual increases of \$.33 in Year 2 and 3 and \$.34 in Year 4</li> <li>● Codifies bi-weekly pay</li> </ul>
Tuition (and Fees)	<ul style="list-style-type: none"> <li>● Tuition waivers for all salaried GWs</li> <li>● Side letter (still enforceable): no new fees or increases in fees for life of contract, excluding the grad activities fee</li> </ul>
Health Benefits	<ul style="list-style-type: none"> <li>● WPI provide 100% premium subsidy for salaried GWs</li> <li>● WPI provide subsidy for family coverage equal to twice the individual premium subsidy</li> <li>● Ensures no reductions in health benefits or no additional costs levied against GW for life of agreement without mutual agreement</li> <li>● Establishes joint Union and WPI Health care task force to advise on plan design, improvements and plan renewal. Will provide recommendations to University.             <ul style="list-style-type: none"> <li>○ We will push to improve coverage and care provided, including</li> </ul> </li> </ul>

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	<p style="text-align: center;">mental health care, gender affirming health care and reproductive health care, as well as lower costs through our recommendations to WPI</p> <ul style="list-style-type: none"> <li>● Union has seat on student advisory committee</li> <li>● WPI will continue offering voluntary dental and vision plans at the expense of the GW</li> </ul>
Paid Leaves	<ul style="list-style-type: none"> <li>● Personal/Sick Leave: <ul style="list-style-type: none"> <li>○ 10 days for 12 month appointment</li> <li>○ May request additional days</li> <li>○ Hourly opportunity to make up lost hours</li> <li>○ Includes time off for gender-affirming care and reproductive health care</li> </ul> </li> <li>● Parental Leave: <ul style="list-style-type: none"> <li>○ 8 weeks following childbirth or adoption for salaried GW, may be taken intermittently</li> <li>○ May request addition 2 paid weeks and up to 2 additional unpaid weeks of leave</li> <li>○ If WPI offers better benefit to employees, will extend to GWs</li> <li>○ Stipend and benefits under contract maintained during leave</li> </ul> </li> <li>● Bereavement Leave: <ul style="list-style-type: none"> <li>○ 5 days</li> <li>○ May request longer absence</li> <li>○ Includes chosen family and household members</li> </ul> </li> <li>● Civic Duty leave: <ul style="list-style-type: none"> <li>○ Salaried maintain compensation and benefits during leave</li> <li>○ Hourly provided opportunity to make up lost time</li> </ul> </li> <li>● Military leave: <ul style="list-style-type: none"> <li>○ WPI follow laws</li> </ul> </li> <li>● Immigration Leave: <ul style="list-style-type: none"> <li>○ 10 days for immigration, citizenship and/or documentation proceedings for GW and their family</li> <li>○ May request additional days</li> </ul> </li> </ul>
Holidays	<ul style="list-style-type: none"> <li>● 11 paid holidays <ul style="list-style-type: none"> <li>○ Note: Mental health days are not considered holidays</li> </ul> </li> <li>● Provision to take religious and/or cultural holidays off</li> <li>● If GWs required to work on holiday, GW may choose alternate day off</li> <li>● If hourly GW not able to work on holiday, provided opportunity to make up time</li> <li>● Protections from expectations of work during holidays</li> </ul>
Vacation	<ul style="list-style-type: none"> <li>● 12 days of vacation for 12 month salaried appointment with no rollover or payouts</li> <li>● Option for vacation to be carried into the next year with supervisor(s) permission</li> <li>● Vacation shall not be retroactively revoked</li> <li>● WPI shall not unreasonably deny extended vacation requests</li> <li>● If GW works during approved vacation, GW may choose alternate vacation day off</li> </ul>

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	<ul style="list-style-type: none"> <li>• Protections from expectations of work during vacation</li> </ul>
Parking and Transit	<ul style="list-style-type: none"> <li>• Salaried GWs shall receive waiver of parking fee or reimbursement of WRTA semester pass up to value of parking fee</li> <li>• GWs access to park in all campus lots and eligible to request night access</li> <li>• Use of electric vehicle charging stations at no cost to GW</li> <li>• WPI continue SNAP and shuttles, including wheelchair accessible transportation and shuttles</li> <li>• WPI shall cover costs of transportation to UMass Medical Center for GW work</li> <li>• WPI provides notice of construction, maintenance, or other events that may impact parking. Accessible parking shall be readily available at all times.</li> </ul>
Childcare	<ul style="list-style-type: none"> <li>• WPI extend to GWs partnerships, programs, discounts or benefits offered to faculty and staff</li> <li>• If WPI extends additional benefits to other employees, will also be extended to salaried GWs as no childcare subsidies will be offered to GWs at this time</li> <li>• Effective Jan. 1, 2024 WPI will ensure changing tables in Campus Center, Rec Center, Gateway, Sagamore and Unity</li> </ul>
Tax Assistance	<ul style="list-style-type: none"> <li>• WPI shall provide free of charge necessary software and electronic filing procedures for federal, state and local taxes</li> <li>• WPI shall provide GWs with all necessary documentation in a timely manner</li> </ul>
Professional Development	<ul style="list-style-type: none"> <li>• WPI will maintain support for training and professional development programs for GW</li> </ul>
Emergency Grant	<ul style="list-style-type: none"> <li>• Codifies WPI Financial Assistance Fund which shall be available to all GWs with unforeseen financial hardship, emergency or catastrophic event</li> </ul>
Food Security	<ul style="list-style-type: none"> <li>• Recognizes importance of nutritional well-being</li> <li>• GW eligible to receive Emergency Meal Plan (10 meals) at no cost to GW</li> <li>• Additional Emergency Meal Plans requested by GW shall not be unreasonably denied</li> </ul>
Housing	<ul style="list-style-type: none"> <li>• Union may make recommendations to WPI to address housing needs of GWs</li> </ul>



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