

4/5/23 WPI Counter Proposal to GWU 3/22/23 Economic Proposals

LEAVES/PTO – Applicable to Stipended/Salaried TAs and RAs Only

Section 1. Personal/Sick Leave. A GW may request in writing a personal/sick leave from their GW appointment for reasons including, but not limited to, illness or injury, personal business, immigration hearings, pregnancy, or to care for an immediate family member (spouse/registered domestic partner, child or parent of the GW or parent of the GW's spouse/registered domestic partner) with a serious health condition. It is the responsibility of the GW to contact the appropriate faculty member or other supervisor with reasonable advance notice of the leave unless circumstances make this impossible. Up to one (1) day of such leave may be taken by the GW per term.

GWs may also apply for leaves of absence pursuant to this article. Each GW shall be entitled to one (1) day of such paid leave per term in accordance with Section 1 above. The GW may apply accrued vacation to the remaining portion of any approved leave. If the GW does not have any accrued leave, the remaining portion of the leave shall be unpaid. For GWs (TAs or RAs) with a 20 hour per week appointment, each day of paid leave shall be considered equivalent to four hours of work.

Upon written application to the GW's supervisor, with a copy to the Dean of Graduate Studies, a GW may request an extended leave of absence from their GW appointment beyond the limits noted above, but in no event longer than the remainder of the current term. The University may approve such leave in its sole discretion. If such an extended leave is granted, the University, in its sole discretion, will determine whether the GW's stipend and health insurance will also be extended.

Nothing in this section affects a graduate student's right to request a leave from an academic program. However, the parties agree that taking a leave from an academic program automatically constitutes relinquishment of any GW appointment held by the individual taking such a leave.

Section 2. Bereavement Leave. A GWs may be absent without loss of pay or benefits for up to five (5) days when called for by a death in the immediate family or household. The University may require appropriate documentation from GWs requesting bereavement leave.

In circumstances of logistical difficulty or severe emotional distress or religious observance, a longer paid absence may be appropriate. Such requests will not be unreasonably denied.

For the purpose of this leave, immediate family includes the GW's spouse or partner, children (including stepchildren), grandchildren, children-in-law, parents (including step-parents), grandparents, parents in-law, siblings, (including step siblings) and siblings-in law, chosen family members, and household includes individuals regularly sharing the GW's residence.

Section 3. Civic Duty Leave. A GWs shall retain all compensation and benefits during jury duty or serving as a witness in a court case.

Section 4. Military Leave. The University shall comply with any applicable state and federal laws governing military service and leaves.

Section 5. Vacation Leave. A stipended/salaried GW shall receive a total of six (6) days of vacation for a twelve (12) month appointment, pro-rated for less than a twelve (12) month appointment. The GW

shall not be required to use vacation time for paid medical, personal, parental, or family leave. Vacation time not used in the year in which it was accrued is forfeited.

Vacation time shall be scheduled in consultation with and approval of the supervisor/faculty member, and approval shall not be unreasonably denied nor will approval be retroactively revoked. Additionally, the University acknowledges the expense of long-distance travel and shall not unreasonably deny extended vacation requests using accumulated vacation days when it does not conflict with operations. If it is necessary for a GW to work during their approved vacation, the GW shall choose alternative time off with the supervisor's approval, the approval for which shall not be unreasonably denied.

Section 6. Parental Leave. A stipended/salaried GW who gives birth or adopts a child, and is primary caregiver, will be granted a leave period of eight (8) weeks following childbirth or adoption. The GW's stipend and health insurance support will be maintained during such leave (but not beyond the end of the GW's appointment at the time of the leave's start date) and during medically necessary leave prior to delivery that is supported by medical certification. A GW who is the non-primary caregiving parent of a newborn or adopted child will be granted a leave of two (2) weeks to care for the child. The GW's stipend and health insurance support will be maintained during such leave (but not beyond the end of the GW's appointment at the time of the leave's start date).

GWs are expected to notify their supervisor and the Dean of Graduate Studies at least thirty (30) days in advance of the anticipated birth or adoption of a child so that appropriate arrangements can be made to cover any teaching or research responsibilities. A GW shall not be precluded from being appointed to a position comparable to the position they held before their leave solely because the GW took a leave under this section.

Section 7. Holidays. GWs shall not be required to work on the following holidays when the holiday occurs within the term of their appointment, except as outlined below*.

- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day
- Independence Day
- Juneteeth Day
- Labor Day
- Thanksgiving Day
- Christmas Day

The University recognizes the importance of diversity in the workforce, the cultural and religious holidays celebrated by various traditions, and that many members of the University community practice these traditions. The University recognizes that there are cultural and religious holidays that are not included in the roster of holidays above. The University shall make every good faith effort to accommodate a GW who wishes to observe recognized cultural and religious holidays. GWs who wish to observe recognized cultural and religious holidays shall submit their requests to their supervisor in writing at least two (2) weeks in advance of the date(s) requested.

*During a designated holiday, GWs may be required to conduct work (including but not limited to laboratory work, teaching a section, or grading of assignments). If it is necessary for a GW to work on a designated holiday, the GW shall choose an alternate day(s) off with the supervisor's approval.

Section 8. GWs shall make reasonable effort to provide as much advance notice as possible before taking any leave under this Article.

PROFESSIONAL DEVELOPMENT

Section 1. The University and the Union agree that training and professional development opportunities are important to graduate students. The University will maintain support for training and professional development programs for GWs. Nothing in this agreement will preclude the University from enhancing the training and professional development programs provided to GWs.

HEALTH BENEFITS

Section 1. All GWs are eligible to enroll in the University-sponsored student health plan.

Section 2. The University will continue to provide a 100% subsidy of the premium for WPI student health insurance coverage for GWs serving in stipended/salaried TA and RA positions.

Section 4. The Union-Management Committee may consider issues concerning health insurance and its administration and make such recommendations as the Committee determines to be appropriate.

COMPENSATION*

Section 1. Effective August 15, 2023, the 2023-24 academic year, stipends for GWs with twelve (12) month appointments shall be as follows:

- Tier 1: First two years of appointment: \$33,400
- Tier 2: Start of third year of appointment: \$34,400
- Tier 3: Start of fifth year of appointment: \$35,400

Stipends of GWs with appointments for less than twelve (12) months shall be pro-rated.

Effective Year 2 of this Agreement on August 15, 2024, base stipends for each of the three tiers to increase by two percent (2%)

Effective Year 3 of this Agreement on August 15, 2025, base stipends for each of the three tiers to increase by two percent (2%)

Effective Year 4 of this Agreement on August 15, 2026, the base stipends for each of the three tiers shall increase at the same percentage increase that WPI employees receive for their annual salary increase for that year.

If a GW's stipend is above the minimum rate, they shall retain the higher rate as long as they remain in the position that is currently paying the higher rate.

Section 2. Effective August 15, 2023, hourly GWs shall be paid according to the following schedule:

- Tier 1: Minimum TBD/hour for positions - descriptions of nature of position Tier 1 ...
- Tier 2: Minimum TBD/hour for positions...
- Tier 3: Minimum TBD/hour for positions...

Section 3. In addition to the stipends noted in Section 1 above, GWs with the title of Instructor of Record shall receive an additional one thousand dollars (\$1,000) per course per term, and GWs with the title of Head TA shall receive an additional five hundred dollars (\$500) per course per term.

Section 4. Stipends and hourly rates established by this Agreement are minimums and do not restrict the University's right to provide a higher stipend, bonus or monetary award to a GW at the University's discretion.

Section 5. GWs shall be paid on a timely basis, in accordance with the University's normal business operations.

***Compensation** – Will need to review implementation strategy for increases proposed for grant-funded RAs and Hourly GWs, with implementation plan based on availability of funding.

PARKING & TRANSIT – Pending WPI Counter

R

ejected: **Tuition & Fees and Housing** – Pertain to GWs in their WPI “student” status

Emergency Grant and Food Security & Nutritional Well-Being – Currently administered by Student Affairs/Financial Aid; GWs would continue to qualify under their “student” status

Child Care

Retirement

Relocation

Tax Assistance - WPI International House has tax workshops for international students; Sprint Tax Services for international students is currently made available at a reduced cost of \$5.

Management Proposals as presented:

Management Rights (2/15/23)

No Strikes No Lockouts (1/25/23)