

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 Should it not be accepted in total, the concessions and revisions in this package proposal may be withdrawn and the University's position on all such items in these articles may revert to its most recent proposals for such articles and times.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

- Food Security
- Tax Assistance
- Emergency Grant
- Housing
- Childcare
- Health Benefits
- Tuition and Fees
- Compensation for stipended/salaried and hourly GWs
- Titles and Classifications
- PTO – Leaves, Holidays and Vacation

Redlined from WPI-GWU-UAW 3/23 Proposal – [Accepted by WPI as presented by GWU](#)

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 are eligible to receive an Emergency Meal Plan (equivalent to 10 meals) at no cost to the GW. Additional Emergency Meal Plans requested by the GW shall not be unreasonably denied.

Redlined from WPI-GWU-UAW 3/23 Proposal – [Accepted by WPI as presented by GWU](#)

ARTICLE \_\_  
TAX ASSISTANCE

**Section 1.** 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 2.** 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 – [Accepted by WPI as presented by GWU](#)

ARTICLE \_\_  
EMERGENCY GRANT

**Section 1.** The University shall continue to make the WPI Financial Assistance Fund available to assist all GWs with an unforeseen financial hardship, emergency or catastrophic event.

Redlined from WPI-GWU-UAW 3/23 Proposal – [Accepted by WPI as presented by GWU](#)

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.

Redlined from WPI-GWU-UAW 3/23 Proposal – [WPI Counter 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 12.** 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.~~

Modified from 4.5.23 WPI Proposal

ARTICLE \_\_  
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.

For TAs and RAs who select family coverage under the student health insurance plan, i.e., student/spouse, student/child, or family coverage, the University will provide a subsidy equal to twice the premium for a single WPI student health insurance coverage.

**Section 3.** The University will continue its practice of engaging a student advisory committee each year as it reviews student health insurance coverage options and will include two members of the GWU on this advisory committee. The GWUs identified to serve on this advisory committee will be selected by the GWU.

**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.

**Section 5.** The University will continue to make available to GWs, on a voluntary and GW pay all basis, the option to enroll in dental and vision insurance plans. GWs interested in enrollment in these supplemental benefits will work directly with the provider on enrollment and billing matters.

Redlined from WPI-GWU-UAW 3/23 Proposal – [WPI Counter Proposal](#)

ARTICLE \_\_  
TUITION AND FEES

**Section 1.** The University shall waive all tuition [for up to equivalent of full-time academic year enrollment and all fees](#) for [PhD students working as TAs and RAs-GWs and all salaried GWs](#) covered by this Agreement during each term of such appointment.

WPI Counter Proposal from GWU 1/11/23 Proposal

ARTICLE \_\_  
TITLES AND CLASSIFICATIONS

**Section 1.** As of the effective date of this Agreement, all Graduate Workers (GWs) performing duties below shall be placed into titles based on the nature of duties and eligibility as follows:

**Salaried/Stipended Positions**

Title	Position Code	Duties
Research Assistant	RA	Performs research under the supervision of faculty/principal investigator (PI).
Teaching Assistant*	TA	Performs instructional services which may include teaching, grading, coaching and/or other academic support services.

\*TAs who are serving as instructor of record (entirely responsible for developing and delivering course) or who are responsible for managing other workers in a course or department/program, over and above their own TA responsibilities shall receive additional compensation appropriate to the assignment.

**Hourly Positions**

Title	Position Code	Duties
Administrative Support	HAGA	Performs administrative or other related clerical work that is not teaching or research related.
Graduate Learning Assistant or Graduate Assistant	HGA	Performs work related to grading, tutoring, and/or other academic support services on an hourly basis, or performs a combination of administrative, academic support and/or research support under the supervision of a faculty or staff member or another GW.
Research Assistant	HRA	Performs research under faculty/principal investigator supervision on an hourly basis.

Redlined from WPI-GWU-UAW 3/23 Proposal – [WPI Counter 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 1. Effective ~~August 15~~July 1, 2023, the 2023-2024 academic year, salaried GWs with twelve (12) month appointments shall be paid a minimum ~~stipends as outlined below:~~

Tier 1: First two years of appointment:	\$34,100
Tier 2: Start of third year of appointment:	\$35,100
Tier 3: Start of fifth year of appointment:	\$36,100

Salaried GWs with appointments less than twelve (12) month appointments shall be prorated.

Effective ~~August 15~~July 1 of ~~each~~years two and three of this Agreement, i.e., effective August 15, beginning in 2024, and August 15, 2025, the base salaries shall increase 25% in each year of this Agreement. If in either of these two years the University provides a university-wide staff salary increase higher than the one provided to GWs, GWs shall receive the higher percentage.

Effective August 15 of year four of this Agreement, i.e., effective August 15, 2026, the base salaries shall increase by the same percentage increase that WPI employees receive for their annual salary increase for that year.

If a GW's salary 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.~~receive the same increase rates above.~~

GWs with the title Instructor of Record shall receive an additional \$~~1,200~~2000 per course per term, and GWs with the title of Head TA shall receive an additional \$~~575~~50 per course per term.

**Section 2.** Effective upon ratification, hourly GWs shall be paid as outlined below:

	<u>Range of Hourly Rate</u>
Tier 1: Administrative Support (HAGA): Performs administrative or other related clerical work that is not teaching or research related.	\$15.00 - \$17.50
Tier 2: Graduate Learning Assistant/Graduate Assistant (HGA): Performs work related to grading, tutoring, and/or other academic support services on an hourly basis, or performs a combination of administrative, academic support and/or research support under the supervision of a faculty or staff member or another GW.	\$17.00 - \$20.00
Tier 3: Research Assistant (HRA): Performs research under faculty/principal investigator supervision on an hourly basis.	\$20.00 - \$26.00

GWs whose currently hourly rate is higher than the range specified above for the nature of work they are performing shall retain their higher rate for as long as they remain in the position that is currently paying the higher hourly rate.

**Section 3.** 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.

**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.

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

Redlined from WPI-GWU-UAW 3/23 Proposal – [WPI Counter Proposal](#)

ARTICLE \_\_  
LEAVES

**Section 1. Sick/Personal Leave.** ~~Salaried GWs shall receive a minimum of eighteenth (18) days of paid sick time off for a twelve (12) month appointment, prorated for less than a twelve (12) month appointment GWs shall have a right to take sick days as needed with no loss of compensation. Hourly GWs shall receive paid sick time off in accordance with their workload where GWs that work 20 hours/week will receive a minimum of three (3) days per academic term of paid sick time off.~~

If an hourly GW is sick and not able to work, they shall be provided the opportunity to work with their supervisor to arrange to make up lost work time for that day.

GWs are permitted to use sick time for any of the following reasons:

1. Caring for their own physical or mental illness, injury or medical condition or for medical procedures, including abortions;
2. Caring for a physical or mental illness, injury, or medical condition of their child, spouse or partner, immediate or chosen family member;
3. Attending their own routine medical appointment;
4. Attending a routine medical appointment for their child, spouse or partner, immediate or chosen family member, and members of the household regularly sharing the employee's residence;
5. Addressing the psychological, physical, or legal effects of domestic violence; ~~or~~
- ~~5.6. Gender-Affirming transition-related activities including but not limited to doctor appointments, medical procedures, gender-affirming surgery and recovery; or~~
7. Travel necessitated by any of the above.

A GW who is using a sick day must inform their supervisor as soon as is reasonably possible.

~~GWs may request additional days of paid sick time and such requests shall not be unreasonably denied. In no case shall the sick time provided be less than would be provided to an individual covered by the Massachusetts Sick Time Law. A GW may apply accrued vacation during period of an approved leave. If a GW does not have any accrued leave, the remaining portion of the leave shall be unpaid.~~

**Section 2. Family and Medical Leave of Absence.** ~~All salaried GWs have a right to take up to twelve (12) weeks of paid family and medical leave in a benefit year for each of the following reasons:-~~

- ~~— Up to 12 weeks of paid family leave in a benefit year fFor the birth, adoption, or foster care placement of a child;~~
- ~~1. — or because of a qualifying exigency arising out of the fact that a family member is on active duty or has been notified of an impending call to active duty in the Armed Forces;~~
- ~~2. — Up to 20 weeks of paid medical leave in a benefit year dDue to their own serious health condition that incapacitates them from work~~
- ~~3. — Up to 26 weeks of paid family leave in a benefit year tTo care for a family member with a serious health condition or who is a covered service member undergoing medical~~

~~treatment or otherwise addressing consequences of a serious health condition relating to the family member's military service.  
12 weeks of paid family leave in a benefit year to care for a family member with a serious health condition.~~

**Section 3.** Parental Leave. A salaried GW who gives birth or adopts a child, and is primary caregiver, will be granted a paid leave period of eight (8) weeks following childbirth or adoption which will run concurrently with any leave requested in Section 2 above. A salaried GW who is non-primary caregiving parent of a newborn or adopted child will be granted a paid leave of two (2) weeks to care for the child.

GWs are expected to notify their supervisor and Dean of Graduate Studies at least 30 days in advance ~~whenever possible~~ 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.

The GW's stipend, health insurance support and any other benefits under this Agreement 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.

Leaves taken under this section may be taken intermittently.

**Section 23.** Bereavement leave. All GWs may be absent without loss of pay or benefits for up to ~~five~~<sup>seven</sup> (5<sup>7</sup>) days when called for by a death in the immediate family or household.

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 34.** Civic Duty Leave. All salaried GWs shall retain all compensation and benefits during jury duty or serving as a witness in a court case.

**Section 45.** Military Leave. The University shall comply with any applicable state and federal laws governing military service and leaves. ~~A GW may use this leave in addition to other leaves provided for under this Article.~~

**Section 6.** Immigration Leave. ~~GWs shall have a right to ten (10) paid days of leave per year in order to attend immigration, citizenship, and/or documentation proceedings and any other related matters for the GW and the GW's family. A GW may request additional paid days off from their supervisor(s) and requests shall not be unreasonably denied.~~



~~**Section 7. Gender Affirmation Leave.** GWs who wish to transition and/or affirm their gender identity shall be guaranteed the right to a leave of absence without loss of pay or benefits and shall not be unreasonably denied. WPI acknowledges that transitioning is a non-linear and personal process and shall provide appropriate time off for transition related activities including but not limited to doctor appointments, court visits & documentation changing procedures, and medical procedures including no less than eight weeks of time off for gender-affirming surgery and recovery.~~

~~**Section 58.** Maintaining continuation of student benefits during leaves under this Article is conditioned on maintaining active student status with the University.~~ GWs shall retain any and all other rights under state and federal law regarding leaves of absence.

~~Nothing in this Article 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 programs automatically constitutes relinquishment of any GW appointment held by the individual taking such leave for the duration of the academic leave.~~

**Section 69.** GWs shall make reasonable effort to provide as much advance notice as possible before taking any leave under this Article.

Redlined from WPI-GWU-UAW 3/23 Proposal – [WPI Counter Proposal](#)

## ARTICLE      HOLIDAYS

**Section 1.** GWs shall not be required to work on the following holidays which occur during the term of their appointment, except as provided in Section 4 of this Article.

- ~~New Year's Eve~~
- New Year's ~~Eve &~~ Day
- Martin Luther King, Jr. Day
- ~~Presidents' Day~~
- Patriots' Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- ~~Election Day~~
- ~~Veterans' Day~~
- ~~Thanksgiving Holiday (close at noon)~~
- Thanksgiving Day
- Day after Thanksgiving Day/ [Native American Heritage Day](#)
- ~~Native American Heritage Day~~
- Christmas Eve [Day](#) & [Christmas Day](#) ~~(Winter Holiday)~~

~~December 26–December 31~~0 (Institutional Paid Personal Holidays)  
Any other WPI established holidays and mental health days

Salaried GWs will be paid for hours not worked on the holidays noted above based on the average number of hours they work per week, i.e., 20 hours/week equivalent to 4-hour work day.

If an hourly GW is not able to work on a scheduled University holiday, they shall be provided the opportunity to make up lost work time for that day. If an hourly GW is not required to work on a holiday but is normally scheduled to work, they shall be offered the opportunity to work their normally scheduled hours at a later date.

**Section 2.** 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 religious and/or cultural holidays that are not currently University holidays. The University shall make every good faith effort to accommodate a GW who wishes to observe ~~recognized~~ such religious and/or cultural holidays. GWs shall submit their requests to their supervisor in writing at least two (2) weeks in advance of the date(s) requested. Such requests shall not be unreasonably denied.

**Section 3.** 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 or recess, the GW shall choose an alternate day(s) off with the supervisor's approval, which approval shall not be unreasonably denied. ~~If the supervisor fails to approve an alternate day off, the GW shall be paid according to their hourly wage or an hourly wage prorated from their salary pay for the holiday worked.~~

**Section 4.** Supervisors shall not expect work or contact GWs with the expectation of work or assigning tasks during a GW's holiday. GWs are not expected to respond while observing a holiday. ~~Any expectations, suggestions, or considerations of work through any mode of contact will be considered as a GW working on a holiday and subject to Section 3 of this article.~~

Redlined from WPI-GWU-UAW 3/23 Proposal

ARTICLE \_\_  
VACATION

**Section 1.** Vacation days for GWs:

- a. Salaried GWs shall receive ~~a minimum of four (4) days per academic term, including summer terms, of paid vacation time off for a total of~~ ten ~~(10)~~ twenty (20) ~~days of paid vacation time off for a 12-month appointment, pro-rated for less than a twelve (12) month appointment.~~
- b. ~~Hourly GWs shall receive vacation time off in accordance with their workload. Hourly GWs will receive an award of paid vacation time off hours worked where 20 hours/week will receive a minimum of four~~ three (3) ~~days per academic term of paid vacation time off to be awarded.~~

**Section 2.** There will be no reduction in benefits, if applicable, or pay for vacation time off. If a designated University holiday or work/professional development-related travel (i.e. conferences, trainings, etc.) falls during an GW's vacation, the GW shall not be charged vacation time for that holiday or work/professional development-related travel. The GW shall not be required to use vacation time for paid medical, parental, or familial leave.

**Section 3.** Vacation time must be used in the year in which it is accrued and cannot be carried forward into the following year. ~~off does not expire at the end of an appointment period and can be accumulated or rolled over for salaried GWs who are reappointed to bargaining unit positions. GWs without reappointment to a bargaining unit position shall be paid out for unused vacation time at the end of their appointment.~~

**Section 4.** Vacation time shall be scheduled in consultation with and approval of the supervisor/faculty member, in which 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 ~~accrued~~accumulated vacation days.

**Section 5.** If it is necessary for a GW to work during their approved vacation, the GW shall choose alternate time off with the supervisor's approval, in which approval shall not be unreasonably denied. ~~If the supervisor fails to approve alternate time off, the GW shall be paid their hourly wage, or an hourly wage prorated from their salary for the vacation time worked.~~

**Section 6.** Supervisors shall not expect work or contact GWs with the expectation of work or assigning tasks during a GW's approved vacation. GWs are not expected to respond while on vacation. ~~Any expectations, suggestions, or considerations of work through any mode of contact will be considered working during their approved vacation and subject to Section 5 of this article.~~—