

# WPI Graduate Worker Union- UAW

## Highlights of Our Tentative Agreement (TA)

### Compensation

- \$39,000 minimum salary for 12 month appointment, pro-rated for 9 months
- Yearly raises of 2.6%, 3% and 3%
- \$18/hour min for hourly admin and instruction; \$20/hour min for hourly RA
- Yearly hourly raises to minimum of \$.33, \$.33, and \$.34
- Instructor of Record- additional \$1,000 per course per term
- Head TA- additional \$550 per course per term

### Benefits

- Health insurance premiums covered for salaried GWs (family plan covered up to twice individual rate)
- No changes in health insurance benefits or costs to GW without mutual agreement between the Union and WPI
- Parking pass waiver or reimbursement of WRTA semester pass up to cost of parking fee for salaried GWs
- Tuition waiver for salaried GWs and no new fees or increased fees, except grad activity fee (decided by GSG)
- A minimum of 10 days of paid time off for personal/sick time (can be used for gender-affirming care and reproductive healthcare); 8 weeks of paid parental leave; 5 paid days of bereavement leave; 10 paid days for immigration leave
  - GWs can request additional days off under each paid leave for consideration on individual basis
- 12 days vacation for 12 month salaried appointment; flexibility for hourly workers to take time off as needed and reschedule work hours
- 11 paid holidays and flexibility to take religious and/or cultural holidays off

### Protections

- Protections against harassment and discrimination, including bullying and right to take cases to 3rd-party neutral arbitrator
- Protections for non-resident and non-citizen GWs against unauthorized information/campus access from federal immigration agents and protection when GW is unable to return to US or loses work authorization
- Grievance and arbitration process to enforce the contract
- Appointment letters and advance notice of summer appointments and appointment security for all GWs
- Just cause and progressive discipline for GWs
- Health and safety protections, including trainings, first-aid materials, and PPE provided by the university
- Trainings included as workload and provided to GWs at no cost
- Workload average of 20 hours per week and recourse when overworked
- Workspace and materials provided by WPI at no cost to GW, including desk or office space and remote work arrangements

### Union Rights

- Strong union security language- we have an agency shop meaning that all GWs must choose to become a member of the union and pay dues or not become a member and pay agency fees as a condition of employment. This helps build our union's power to enforce the contract
- Union has access to orientations for up to 50 minutes to address GWs
- Release time from work for union reps to help administer the contract
- Rosters of the bargaining unit provided at start of every term and updated monthly
- WPI will remit voluntary UAW V-CAP contributions if elected by GW
- Establishes a Union Management Committee, which is a space for union and WPI to discuss and address issues or concerns



Sign up to become a member and receive your ballot here

<https://wpigradunion.org/join/>

