

Term: Effective upon ratification and expires August 30th, 2027.

Minimum Funding Increases for Graduate Student Workers:

- Graduate students shall be paid on a monthly basis in equal paychecks distributed across the relevant appoint period
- Graduate students shall be initially placed at the appropriate school-wide minimum stipend level
- AY 23-24: All current minimums increase by 12%; students who have worked for 2 years prior to the start of this Academic Year will instead receive an annual increase of 15%.
- AY 24-25: All current minimums increase by 8%; students who have worked for 2 years prior to the start of this Academic Year will instead receive an annual increase of 11%.
- AY 25-26: All current minimums increase by 7%; students who have worked for 2 years prior to the start of this Academic Year will instead receive an annual increase of 10%.
- AY 26-27: All current minimums increase by 6%; students who have worked for 2 years prior to the start of this Academic Year will instead receive an annual increase of 9%.
- All graduate students shall receive at least \$46,000 annually
- LATE PAY DISPUTE PROCESS
 - The Union shall raise any known late or incorrect pay issues to the University on a monthly basis
 - The University shall provide \$200 + 25% of a bargaining unit members' missed paycheck as restitution for any known pay error

Tuition Remission: The University will continue its current tuition remission practices for the term of the agreement. These practices include:

- Remission for PhD students;
- 8 credits/25% and 12 credits/50% Masters students' appointments.

Graduate Student Worker Health Care Benefits:

- Graduate Student Workers will continue to participate in the Student Health Plan on the same terms as other students.
- USC will pay the Student Health Center Fee per the parties' TA concerning Fee Remission
- USC will pay the Student Health Insurance Fee and the Dental Insurance Fee for all bargaining unit members
- The University shall reimburse copays for specialty healthcare services for bargaining unit members
- The University and the Union shall constitute a Joint Healthcare Committee where the parties will discuss Benefits Design Improvements, Benefits Cost Reduction, and Benefits Orientations

Dependent Health Care:

UAW RESERVES THE RIGHT TO ADD TO, DELETE, ALTER OR MODIFY PROPOSALS AT ANY TIME UNTIL A FINAL AGREEMENT IS REACHED.

Comprehensive Economic Package

UAW Proposal 1

10-16-2023

- USC will establish a Graduate Student Worker Dependent Health Care Fund, consistent with any applicable IRS regulations, within 90 days from ratification of the Agreement, with an initial funding level of \$200,000 and administer disbursements from the Fund. Graduate Student Workers with dependents may apply for grants to cover medical, dental, and vision expenses from the Fund. Any unused Fund balance, up to the amounts described below, will roll over to the next Fund year.
- Effective AY 2024-25, the Graduate Student Worker Dependent Healthcare Fund will be \$250,000
- Effective AY 2025-26, the Graduate Student Worker Dependent Healthcare Fund will be \$300,000
- Effective AY 2026-27, the Graduate Student Worker Dependent Healthcare Fund will be \$350,000

Childcare Support: Within 90 days of ratification, the University will establish a program under which Graduate Student Workers may apply for a childcare subsidy from the University to reimburse demonstrated childcare costs of up to \$2000 per semester for each child under the age of six at time the subsidy is requested.

International Graduate Students: See Immigration Article.

Leaves:

- The University shall provide up to four months of paid leave for approved health leave
- The University shall provide up to four months of paid leave for parental leave per child
- The University shall provide up to one week per term for personal illness and/or disability, family emergencies, care of child/family member, and bereavement leave.

Retirement Benefits: Bargaining unit members eligible to enroll in the USC Retirement Savings Program

Transit:

- GSWs may participate in the University's U-Pass Program on the same terms as all other eligible Graduate Students. The University may also change or replace this benefit during the term of this Agreement, and if modifications are made, the University shall make all efforts to maintain an equivalent benefit.
- GSWs may participate in parking programs on the same basis as similarly situated persons in the lot of their choice.

Fee Remission: Reimbursement of mandatory University fees as set forth in the parties' Tentative Agreement.

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