

UAW → USC

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Term: Effective upon ratification and expires March 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 9%; students who have worked for 2 years prior to the start of this Academic Year will instead receive an annual increase of 11%.
- 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 10%.
- 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 9%.
- 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 8%.
- All graduate students shall receive at least \$45,500 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 are enumerated in Appendix B (to be agreed upon).

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 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:

- 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 \$250,000 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 \$250,000, will roll over to the next Fund year. If the fund balance is less than \$250,000 at the start

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

of the year after the prior Fund balance has been rolled over, USC will contribute additional funding so that the Fund balance is at least \$250,000.

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 \$1,800 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 FMLA-related reasons.
- The University shall provide up to four months of paid leave for parental leave per child
- The University shall provide up to 5 days per semester for personal illness and/or disability, family emergencies, care of child/family member, and bereavement leave.

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.

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