

USC → UAW
5:07pm AH

USC THIRD ECONOMIC PACKAGE PROPOSAL TO GSWOC-UAW

October 23, 2023

USC offers this economic framework as a package proposal to resolve all open economic issues, subject to negotiation and agreement upon specific contract language. All items not specifically addressed below are rejected. This proposal reflects enhancements in areas identified as key graduate student worker priorities.

Term: Effective upon ratification and expires June 30, 2027.

Minimum Funding Increases for Graduate Student Workers:

AY 23-24: Graduate School minimum was increased by 5% in July 2023 for this Academic Year.

AY 24-25: Graduate School minimum increases to \$36,600 (2.5%). Other current minimums increase by 2.5%

AY 25-26: Graduate School minimum minimums increases to \$37,300. Other current minimums increase by 2%

AY 26-27: Graduate School Minimum increases to \$38,232.50. Other current minimums increase by 2.5%

Tuition Remission: The University will continue its current tuition remission practices for the term of the Agreement, to be confirmed in mutually-agreed upon language.

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 Insurance Fee and Dental Insurance Fee, in addition to the Health Center Fee per the parties' TA concerning Fee Remission.

The University agrees to meet with the Union once per semester to respond to questions and receive input concerning the Student Health Plan.

Dependent Health Care

USC will establish a Graduate Student Worker Dependent Health Care Fund, consistent with any applicable IRS regulations, on or before the beginning of the second semester following ratification 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 of 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 of a year after the prior Fund balance has been rolled over, then USC will contribute additional funding so that the Fund balance is at least \$250,000.

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

Childcare Support

Beginning with the first Academic Year commencing after ratification, the University will establish a program under which Graduate Student Workers may apply for a childcare subsidy from the University of up to \$1800 per semester for each child under the age of six at time the subsidy is paid. The Fund will be administered by the University, and subject to a maximum annual cap of \$250,000.

International Graduate Students

As set forth in the University's Fourth Proposal on October 16, 2023, the University will provide a fund of \$10,000 per fiscal year to assist International Graduate Student Workers who lose visa status during the course of their appointment. International Graduate Student Workers may apply for up to \$1,000 per year to assist with fees required to reinstate their own visa. Any unused balance, up to \$20,000, rolls over to the next year, and the Fund will begin each year with a balance of no less than \$10,000.

Leaves:

In addition to existing TAs, the University will maintain its current Ph.D. parental leave policy for the duration of the Agreement. <https://graduateschool.usc.edu/current-students/guidelines-and-forms/>

The University will also make available five (5) days of sick leave per Academic Year.

Transit: The University renews its U Pass proposal of August 30, 2023 as part of this package proposal.

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