


UAW → USC
10/31/2023
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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 7%; students who have worked for 3 years prior to the start of this Academic Year will instead receive an annual increase of 10%.
- AY 24-25: All current minimums increase by 7%; students who have worked for 3 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 3 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 7%; students who have worked for 3 years prior to the start of this Academic Year will instead receive an annual increase of 10%.
- All graduate students shall receive at least \$45,000 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 are enumerated in Appendix B (to be agreed upon).

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 \$2,000 per semester for each child under the age of six at time the subsidy is requested. The fund will be administered by the University and subject to a maximum annual cap of \$450,000.

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.

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

Comprehensive Economic Package – Outstanding Issues

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- GSWs may participate in parking programs on the same basis as similarly situated persons.

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