

Ratification Vote

Memorandum of Understanding (Fall 2021) & Collective Bargaining Agreement (2021-2023)

The United Faculty of Florida-Florida State University-Graduate Assistants United (UFF-FSU-GAU) and Florida State University-Board of Trustees (FSU-BOT) reached an agreement on the Fall 2021 Memorandum of Understanding (MOU) on 10/1/21, and on the Collective Bargaining Agreement (CBA) on 10/23/21. **For the CBA or MOU to have the force of law, they must be ratified by a vote of the bargaining unit.** Being a member of the “bargaining unit” means that you work for FSU as a GA, TA, RA, or IoR. You do **not** need to be a dues-paying member of the union to vote.

Voting will take place at the HCB concourse, over the course of three days: Monday (11/01), Tuesday (11/02), and Wednesday (11/03). The GAU will be there with the ballot boxes **from 11AM-2PM** each of those days. If you have any problems or questions about voting, please let us know: info@fsugau.org.

There are too many changes to list individually--**please read the attached MOU and CBA PDFs if you would like to examine the full changes and benefits.** If you have questions about the new CBA, we will be holding a Town Hall on **Thursday, 10/28, 11:00AM-1:00PM** on Zoom. The link and information for the meeting is at the end of this document.

Some highlights of the new CBA 2021-2023 include:

- A \$1,000 bonus paid out to all GAs before the end of the Fall 2021 semester
- A \$500 bonus paid out to all GAs before the end of the Spring 2022 semester
- A minimum stipend increase to \$16,000 Spring 2022
- A minimum stipend increase to \$16,250 Fall 2022
- A permanent raise of 1% applied *after* the minimum stipend increase Fall 2022
- A one-time bonus of an additional 1% applied to Fall 2022 and Spring 2023 stipends
- Guaranteed 1 week of payment BEFORE classes begin (both semesters)
- The full health insurance premium *increase* covered for 2021-2022
- The same proportional percentage of health insurance (79%) covered for 2022-2023
- Interim remedies including no-contact and reassignment for victims of sexual or other harassment
- The ability to anonymously report sexual or other harassment and have non-punitive remedies, including no-contact, applied, as well as a written record of the incident.
- Guaranteed time at PIE Orientation for the GAU
- Mental well-being as a protected workplace safety issue; bullying and power-based harassment not allowed.
- NO outside employment limitations based on income (ONLY if it's a conflict of interest)

Some highlights of the Fall 2021 MOU include:

- Excluding student course evaluations from your employment evaluation if those evaluations are negative because of COVID-19 issues outside of your control.
- Lack of progress on your scholarship can't count against your evaluations as a graduate researcher this year.
- If you need workplace modifications because of COVID-19 you must go through the ADA office. Pregnant persons also are included under this.
- You can request students wear masks and follow other health and safety protocols but you cannot require them to. However, individual departments CAN request from the University to be allowed to require things such as masking, weekly COVID tests, &c., if they feel it is necessary.
- You can kick a student out of class or end the class if they're being belligerent around health and safety protocols (but not JUST for a lack of masking).
- If you or a dependent have close-contact exposure and are required to quarantine, you can telework through the quarantine period without problem; and if you actually contract COVID-19, you can have leave for up to 10 days without loss of pay or any other issues. BOTH these provisions can repeat as necessary
- Workload limitations remain in effect, AKA, you cannot be asked to work on average more than you're being paid (if you *are*, contact us! Grievance@fsugau.org).

The Town Hall on Thursday, 10/28, 11AM-1PM, can be accessed below:

Join Zoom Meeting

<https://us02web.zoom.us/j/89122554853?pwd=Vk4wWjFZaEZzcUFhdldGczEvYkYwUT09>

Meeting ID: 891 2255 4853

Passcode: 439048

In Solidarity,

UFF-FSU-GAU

Your Graduate Assistants United