

Title: Graduate Assistant Collective Bargaining Agreement Updates

Howdy Graduate Assistants!

GAU here. We've had some big wins this past year, so in case you missed it, this email is just to provide you with the highlights, give you some info about our union, and explain all the benefits you can take advantage of if you want to become a member!

What we do: GAU bargains with FSU administration in order to raise your pay, improve your benefits, and strengthen your protections as an employee. In addition to bargaining, we also organize graduate assistants in every department to provide information and keep communication open between all graduate assistants and GAU. We also put on social events where graduate assistants can have fun, get free food, free drinks, coffee on us, and more!

How we can help: GAU represents all of its members through its grievance mechanism. If you are having a problem in your department, or suspect your contract is being violated, please reach out to grievance@fsugau.org so we can help. We will reach out to your department and ensure your contract is upheld. We also provide legal protections (access to a lawyer) to our members. But you must be a joined member of GAU to take advantage of this!

Where to join: You may join our union at fsugau.org! Our website is also where you can keep up with us, learn more, and stay updated on events! You can also follow us on social media @FSUGAU ([Twitter](#), [Instagram](#), and [Facebook](#)).

Like we said, our union had some BIG WINS this past academic year that we're real happy about. Some highlights of the 2021-2023 CBA include:

- A \$1,000 **BONUS** paid out to all GAs this past Fall 2021 semester!
- A \$500 **BONUS** to be 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 this past Fall 2022!
- A one-time **BONUS** of an additional 1% applied to Fall 2022 and Spring 2023 stipends!
- One week of **payment BEFORE** classes begin (fall and spring) **GARAUNTEED** from now on!
- 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 receive non-punitive solutions (such as no-contact), as well as a **WRITTEN RECORD** of the incident.
- Mental well-being as a **PROTECTED** workplace safety issue. **NO BULLYING** and **NO POWER-BASED HARASSMENT** allowed.
- **NO** outside employment limitations based on income!

And that's not all! Don't forget, we also won some important provisions regarding Covid-19 in the Fall 2021 MOU:

- Lack of progress on your scholarship **CAN'T** count against your evaluations as a graduate researcher this year!
- **STUDENT COURSE EVALUATIONS EXCLUDED** from your employment evaluation if those evaluations are negative due to COVID-19 issues outside of your control!
- If you need **WORKPLACE MODIFICATIONS** because of COVID-19, you may go through the ADA office. Pregnant persons also are included under this!
- You can kick a student out of class or end the class if they're being belligerent around **HEALTH AND SAFETY PROTOCOLS!**
- If you or a dependent have close-contact exposure and have to quarantine, you can **TELEWORK** through the quarantine period. (This can be repeated as needed!)
- If you contract COVID-19, you have up to **10 DAYS OF PAID SICK LEAVE**. (Also repeated as needed!)

WOW, that was a quite a mouthful, and those are just the highlights! As you can see, GAU does a lot to ensure that all GAs at FSU are protected and receive the pay and benefits that they deserve. It's a big undertaking, and we can't do it alone!

Remember: united we bargain, divided we beg!

**With Love and Solidarity,
Graduate Assistants United**