

# Grad Students as Employees and the GEO Collective Bargaining Agreement

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UIC Graduate College

# **Collective Bargaining Agreement**

**between**

**The Board of Trustees  
of The University of Illinois**

**and**

**The Graduate Employees' Organization  
GEO Local 6297 IFT-AFT, AFL-CIO**

**For TAs and GAs at UIC**

**Effective August 16, 2006 through August 15, 2009**

# The Graduate Employees Organization Collective Bargaining Agreement

- Petition
- Certification
- Bargaining
- Goals
- Agreement/GA and TA Employment Before and After GEO
- Assistance

# Letter of Appointment

## Prior to the Contract:

- Informal notification
- No specificity required

## After the Contract:

- Formal notification, including:

- Appointment title

- Stipend amount

- Effective date(s) and percent time

- Department supervising official and general hours of work

# Stipends

## Prior to the Contract:

- University minimum established yearly

## After the Contract:

- Minimum established each contract year
- Minimum 3% increase required for all continuing Assistants

# Health Care

## Prior to the Contract:

- Vision and dental benefits provided

## After the Contract:

- Vision & dental benefits maintained
- Health Service Fee paid on behalf of Assistants
- \$100 per academic year credited to those enrolled in Campus Care

# Grievance Procedure

## Prior to the Contract:

- None

## After the Contract:

- Assistants have a right to grieve
- Grievance process outlined in contract

# Discipline & Dismissal

Prior to the Contract:

- None

After the Contract:

- D & D for just cause
- Positive, progressive discipline
- Process of discipline and/or dismissal outlined in contract



# Student vs. Employee

- Academic standing and progress are student issues
- Work-related matters are employee issues
  
- You can be a student and an employee
- You *cannot* be an employee without being a student

# Need Help??

Related to Assistant Appointments, Stipends,  
Data, HR Practices and Policies for Graduate  
Assistants

Academic Human Resources 996-6357

Joyce Winn [jWinn@uillinois.edu](mailto:jWinn@uillinois.edu)

Collective Bargaining Agreement is posted at  
[www.uic.edu/depts/hr/relations.html](http://www.uic.edu/depts/hr/relations.html)

# Need Help??

Related to Academic Standing, Policies and Procedures for Graduate Students, or the Graduate College

Associate Dean Amy Levant 413-2560

[amy@uic.edu](mailto:amy@uic.edu)

# Need Help??

Related to Vision and Dental Benefits

Coordinator of Benefit Services

Tim Gavin at 996-1848

[gavin@uillinois.edu](mailto:gavin@uillinois.edu)

Related to CampusCare

Associate Vice Chancellor for Student Affairs

Michael Ginsburg at 996-7614

[ginsburg@uic.edu](mailto:ginsburg@uic.edu)

# Need Help??

Related to Collective Bargaining Process  
or CBA Interpretation, Grievance  
Procedure, Labor Board Matters, Unfair  
Labor Practice Charges

Director of Labor Relations and Employee Relations Tom  
Riley 355-5510

[thriley@uillinois.edu](mailto:thriley@uillinois.edu)