**Summary of changes in CGE contract with OSU**. These are the substantive changes to the contract that may impact costs or practices in units. This is a preliminary review to help units plan. The contract must be ratified by CGE membership in the Fall before it is formally in effect. When ratified it will be retroactively effective to September 16, 2016. If you have any more questions or would like more detail contact Sherm Bloomer in Budget and Fiscal Planning, Viki Dimick Jackson in the Office of Human Resources, or Brenda McComb in Academic Affairs. Items in bold note changes that have an associated increase in costs, at least for some units.

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| CBA Article | Change | Effective | How funded? | Who does what? And Notes. |
| **Art. 1&2** | **Recognition, Parties to the Agreement** |  |  |  |
|  | Recognition - GTAs and GRAs recognized as “Graduate Employees” | Upon Ratification | No cost |  |
| **Art. 8** | **Union Rights** |  |  |  |
|  | Dues and Fair Share Deduction | Upon Ratification | If more than 2 months of dues or fair share payments fail to be deducted due to University error, the Graduate Assistant is given the option how to spread the payments over the term of their appointment. |  |
| **Art. 9** | **Appointments: Timing and Duration** | | |  |
|  | Appointment Letters will be as “Graduate Assistants” vs. “GTA” or “GRA.” Duration is annual and the type of position (research or teaching) can be changed or split within the appointment. No later than 30 days prior to start of appointment | Sept. 2016 | No cost, change in appointment practice | Central HR will develop templates for appointment letters for units to use |
|  | For Assistants admitted to the University with an offer of support appointments are to be for an academic year or fiscal year; if an appointment is for less than the full academic year the reason must be noted on the appointment letter. | Sept. 2016 | No cost, change in appointment practice | Central HR and University to audit use of term to term appointments and reasons by term |
|  | Employing units need to use Graduate Assistant appointments rather than hourly positions during the academic year except where the work is temporary or is unrelated to academic work. | Sept. 2017 | Unit level, though appointments should have been at same hourly rate as Assistants already | Units and Business Centers to make appropriate appointments. University to audit use of hourly appointments by term. |
|  | *Position descriptions* will specify the GRA or GTA duties. *Work assignment* will provide course assignment, health and safety, and training. These must be provided at least 15 days prior to the start of the term, unless the work opportunity became available less than 15 days before term. | Sept. 2016 | No cost, enforcement of existing contract language | Central HR will develop templates for position descriptions and work assignments for units to use; University to audit timely notice issues |
| **Art. 10** | **Work Assignment** |  |  |  |
|  | Space—departments shall provide, or arrange for finding, space for graduate assistants to hold private meetings with students as necessary Article 10 sections 5 | Sept. 2016 | Probably no cost unless units have to use space that is charged for | Appointing units |
| **Art. 11** | **Salary rate and minimum FTE** |  |  |  |
|  | **Minimum appointment level increases from 0.2 FTE to 0.30 FTE a year from this fall; still can be split across fund sources** | Sept. 2017 | At unit level; impacts on units with many E&G appointments <0.30 FTE to be assessed and central E&G support considered to help in transition | Units and Business Centers making appointments |
|  | **Minimum full-time monthly salary rate will increase from $3661 to $3771 (this increase includes the 2% annual increment)** | Sept. 2016 | Units; this is $54 per month for a 0.49 FTE appointment | Units and Business Centers; this is the last increase in the minimum. The 2% annual increase for satisfactory progress continues and is effective from Sept 2016 forward |
| **Art. 12** | **Tuition and Fees** |  |  |  |
|  | **International fee remission; graduate assistants who pay SEVIS or visa fees can be reimbursed up to $360 maximum for those costs upon presentation of documentation** | Sept. 2016 | Centrally funded | Office to handle the reimbursements is not yet identified; central office most likely |
|  | Required summer enrollment for graduate assistants reduced from 9 credit hours to 3 credit hours. | Sept. 2016 | Unit level, but reduces costs. | Effective for Summer term, 2017, reduces the cost for appointing assistants; fee costs still the same. |
| **Art. 22** | **Parking Pre-Tax Deductions** |  |  |  |
|  | Graduate Assistants may choose to deduct costs of annual parking permits from payroll. Annual cost spread over October, November, December payroll deductions | Sept. 2016 | Administrative costs | Payroll, Transportation Services |
| **Art. 25** | **Health and Safety** |  |  |  |
|  | If there is field work in the assignment there is training for safe operation of equipment, sexual harassment, first-aid, and emergency contact protocols; includes providing necessary personal protective equipment | Sept 2016 | Unit or employing fund; responsibility of appointing unit | Appointing units |
| **Art. 28** | **Health Insurance** |  |  |  |
|  | Graduate assistants (and their dependents as appropriate) will be auto-enrolled each term they are eligible, including summer | Sept. 2016 | Likely no cost net, once students adapt to opt-out need | Student Health Services (SHS), Payroll, Central Human Resources |
|  | **University contribution to 87% from 85%; all terms (academic and summer), all coverage plans the same contribution percentage** | Sept. 2016 | Centrally budgeted for E&G funds; other funds responsible for costs; employee rate will be charged to funds at an average “blended rate” so it will not matter what coverage the Assistant selects | Student Health Services (SHS), Payroll, Central Human Resources. Costs partially offset by CGE agreement to plan changes reducing premium increase from 4% to 2.5% |
|  | **University contribution to 88% from 87%; all terms (academic and summer), all coverage plans the same contribution rate** | Sept. 2017 | Centrally budgeted for E&G funds; other funds responsible for costs | Student Health Services (SHS), Payroll, Central Human Resources |
|  | **University contribution to 89% from 88%; all terms (academic and summer), all coverage plans the same contribution rate** | Sept. 2018 | Centrally budgeted for E&G funds; other funds responsible for costs | Student Health Services (SHS), Payroll, Central Human Resources |
|  | **University contribution to 90% from 89%; all terms (academic and summer), all coverage plans the same contribution rate** | Sept 2019 | Centrally budgeted for E&G funds; other funds responsible for costs | Student Health Services (SHS), Payroll, Central Human Resources |
|  | Eligible graduate assistants will be automatically enrolled in summer term health coverage; coverage will match last selected plan | Summer, 2017 | Premium increases as above, otherwise the same | Student Health Services (SHS), Payroll, Human Resources |
|  | To make summer auto-enroll possible, 1/9 of summer session employee contribution to insurance will be deducted each month of an Assistant’s appointment; these will be held for summer; opt-out of summer by May 1 will trigger a reimbursement to the Assistant and to the fund paying the University contribution | Sept. 2016 (to build fund for Summer 2017) | Same amounts and sources as in triple-deduction model previously used, just spread out over academic year | Payroll, HR, SHS. Students appointed less than three terms under-pay their share for summer coverage; cost will be covered centrally to make up the difference in the summer employee contribution pool |