

**Communications Workers of America**  
**Local 1104/Graduate Student Employees Union**  
Demands for a Successor Agreement  
with the State of New York

**Continuation of Articles:** Communications Workers of America Local 1104/Graduate Student Employees Union proposes to continue the following articles of the 2003-2007 Agreement between the parties subject only to the updating of the date where necessary and appropriate, and such reorganization and renumbering of the provisions to which the parties mutually agree.

ARTICLE 1	Recognition
ARTICLE 2	Management Rights
ARTICLE 3	No Strikes
ARTICLE 4	No Discrimination
ARTICLE 7	Parking
ARTICLE 8	Job-Related Expenses
ARTICLE 9	Mileage/Lodging/Meal Reimbursement
ARTICLE 10	Health and Safety
ARTICLE 11	Labor-Management Meetings
ARTICLE 12	Employee Organization Leave
ARTICLE 14	Bulletin Boards
ARTICLE 15	Meeting Space
ARTICLE 17	Discipline and Discharge
ARTICLE 19	Jury Service
ARTICLE 21	Job Posting
ARTICLE 22	Evaluations
ARTICLE 23	Personnel Files
ARTICLE 25	Retrenchment
ARTICLE 27	Information
ARTICLE 28	Retirement Income Supplementation Programs
ARTICLE 29	Employee Assistance Program/Work-Life Services
ARTICLE 31	Printing of Agreement
ARTICLE 32	Conclusion of Collective Bargaining
ARTICLE 33	Severability
ARTICLE 34	Approval of the Legislature

All proposals by the GSEU are made subject to the course of negotiations and final agreement. The GSEU reserves the right to withdraw or amend previous offers in proposals when responding to State demands. The GSEU reserves the right to submit additional proposals for negotiations no later than a date mutually agreed upon by the parties. All proposals are presented with the understanding that they describe concepts and may not necessarily represent final contract language.

### **Article 5 Compensation**

- Raise minimum stipends for entire bargaining unit to reflect a liveable wage in New York State. Provide across-the-board raises for each year of the next Collective Bargaining Agreement.
- Establish wage progression tables reflecting years of service, thus providing minimum guaranteed increases upon continuing appointment.
- Provide 12-month employees four additional pay periods to reflect 12-month appointments.
- Provide additional compensation for on-call work.
- Provide shift differentials to employees working off-hours.
- Establish wage parity for bargaining unit employees.

### **Article 6 Health Insurance**

- Extend health insurance coverage to all bargaining unit employees for twelve (12) months.
- Expanding the number of dental providers and the kinds of covered dental services.
- Provide more expansive vision coverage.
- Eliminate prescription drug cap.
- Provide appeal procedure in the event that drug prescription previously on tiers one or two moves to tier three and patient drug tolerance presents a medical problem for switching prescriptions.

### **Article 13 Family Benefits Program/Work-Life Services**

- Provide increased support to DCAA enrollees.

### **Article 16 Grievance & Arbitration**

- Expand grievance coverage and arbitrability.
- Provide that arbitrators may fashion equitable remedies.

### **Article 18 Leaves**

- Provide that employees forced to work on a holiday be compensated at time and one-half their regular rate of pay.
- Provide for paid parental leave.
- Provide paid leave for professional development activities.

### **Article 20 Notification of Employment**

- Provide copies of letters of Notification of Employment to the Union.
- Amend remedy for failure to timely issue letter of notification or for failure to issue altogether.
- Provide for Appointment Security if an individual receives and accepts an appointment in an academic year, and the position offered and accepted is no longer available.

**Article 24 *Work Load***

- Address workload issues.

**Article 26 *Lists***

- Increase content and improve quality/accuracy of information provided to GSEU including, but not limited to, additional membership profile information.

**Article 30 *Professional Development***

- Provide increased support to the Professional Development Fund.

**Article 35 *Duration of Agreement***

- Discuss duration of the Collective Bargaining Agreement.

**New Article: *Multiple Years Of Guaranteed Employment***

- Provide additional years of guaranteed funding.

**New Article: *Fee Waiver***

- Eliminate all fees.

**New Article: *Pre-Tax Transportation Program***

- Expand the pre-tax transportation program to all locations in the State.

**New Article: *Insurance***

- Provide disability insurance and life insurance.

**New Article: *Housing Preference***

- Provide GSEU members with preferential access to affordable on-campus housing.

**New Article: *Tuition Waiver***

- Provide full tuition waivers for all bargaining unit members.

**New Article: *Office Space***

- Provide Union office space at campuses with more than fifty (50) members.

**New Article: *Timeliness of Pay***

- Eliminate the ongoing problem members experience due to untimely processing of appointment paperwork.
- Establish procedures to pay newly hired employees in a timely manner from their first day of employment.

**New Article: *Additional Employment***

- Specify that TA/GAs will be neither penalized for holding, nor expected to hold, additional employment.