

Welcome to SUNY & CWA Local 1104/GSEU

Highlights of Union Negotiated Employer-Provided Benefits

NOTE: The complete Collective Bargaining Agreement that graduate student employee members of CWA Local 1104/GSEU have negotiated with the State of New York Governor's Office and SUNY can be viewed at our website: www.gseu.org/Collective Bargaining Agreements.htm

Compensation

SUNY-funded TA/GA's are scheduled to receive a raise of 3% in November of 2006. For more updates check www.gseu.org.

The TA/GA minimum stipend at University Center Campuses (i.e., Albany, Binghamton, Buffalo and Stony Brook) for a full 20-hour assistantship has been increased to \$7,593 for the Fall 2006 semester. *

SUNY-funded TA/GA's are scheduled to receive a raise of \$500 as a permanent, general salary increase in assistantship stipends in May of 2007 for all full time graduate workers (20 hours/weekly) and \$250 for all other graduate workers. As always, for more details check www.gseu.org.

The above \$500 Bonus corresponds to Spring 2007 semester raise in the TA/GA minimum stipend at University Center Campuses (i.e., Albany, Binghamton, Buffalo and Stony Brook) to a new annualized minimum of \$8,093. *

Base-wage offsets for the twelve (12) SUNY Comprehensive Colleges are negotiated through a Comprehensive College Fund totaling \$700,000 for 2005-2007. The Comprehensive College fund provides additional, direct pay for the graduate workforce at SUNY Colleges including: Brockport, Buffalo College, Cortland, Fredonia, Geneseo, New Paltz, Oneonta, Oswego, Plattsburgh, Potsdam, Purchase and SUNY IT.

Base-wage offsets for all doctoral degree granting institutions totaling \$2,400,000 for 2003-2007 increase wages of workers at Albany, Binghamton, Buffalo, Stony Brook, Upstate and Downstate Medical Universities and SUNY Optometry.

A Cost of Living Fund called the Downstate Location Fund targets \$550,000 for 2005-2007 to supplement wages for workers at HSC Downstate, SUNY Optometry, Purchase, & Stony Brook. This Fund typically disburses one (1) lump-sum allocation in each of the Fall and Spring semesters of each academic year.

Health Insurance

All TA/GA's earning \$4,122 or higher annualized stipend are eligible to select the Union-negotiated health insurance plan, in which the employer pays 90% of the premium for a single employee and 75% for family coverage. Contact your Union if you have any question about meeting this stipend threshold. Workers are able to enroll at their campus human resource office.

International grad student workers: F-1 Visa holders are eligible to enroll in this package, although J-1 Visa holders are not.

If you work less than a full time (20 hours/weekly) assistantship, you may also be eligible for health insurance. If you work a half assistantship (10 hours/weekly) or partial assistantship and your stipend will yield an annualized total of \$4,002 (or more) for fall appointments until 10/5/2006, and \$4,122 after October 15, 2006, you are eligible to select the Union-negotiated health insurance.

Denial of an insurance claim can be appealed with the assistance of your Union representatives.

For more details of eligibility and coverage for health insurance, read the Student Employee Health Plan (SEHP) summary at www.gseu.org and/or contact your Union representative as indicated on the roster at our website.

Health Insurance Coverage over the Summer

Summer health coverage is extended by the employer when, before the end of the spring semester, your department or work area indicates to the Benefits office on your campus that they have a reasonable expectation of re-hiring you in the fall. Typically, each Spring semester, graduate workers are asked to select summer coverage if they are understood by the employer to be eligible for health insurance provided by the employer. Selection typically triggers three (3) doubled payments of the health insurance payroll deduction on the last three paychecks of the academic year. (NOTE: Payment of health insurance premium reflects the employee's share of total premium costs which are 10% for individual and 25% for family coverage.)

Professional Development Funds

The next and last round of professional development funds under the current Collective Bargaining Agreement will be available for distribution on campuses this coming academic year. The Union anticipates Fall announcements and guidelines from each area's Joint Labor/Management Committee. Awards for these funds are on a first-come, first-served basis. This is a NY State administered benefit. Therefore, qualifying expenses must meet NYS guidelines for reimbursement. The PDF guidelines specific to each SUNY university center are available at www.gseu.org/pdf.htm. For PDF at the SUNY colleges, contact Chad Pearson at cpearson@cwa1104.com.

Fee Mitigation

For each semester of the 2006-2007 Academic year, the graduate workforce will receive funds to offset the cost of tuition-related fees as a credit in student accounts on your University or College bill. This will be the last set of contributions for this purpose during this fourth Collective Bargaining Agreement. Over 2 Million dollars have been awarded to graduate workers over the life of this last Collective Bargaining Agreement, set to expire in July 31, 2007.

Parking Fee

CWA Local 1104/GSEU has negotiated a reduction in the parking fee at most campuses in the SUNY system. Parking issues are bargained at local labor-management meetings that are held periodically on each campus. On the tuition bill, many campuses are now including a “comprehensive fee” which includes some parking costs. You may see a separate line marked “GSEU” which indicates the reduced parking fee for members of this bargaining unit. If you see a “GSEU Fee”, that reflects a *discounted rate* not received by employees working with no CWA1104/GSEU Collective Bargaining Agreement. The total fees are always less for the CWA 1104/GSEU workforce.

Parking stickers can be obtained from the parking office on your campus.

\$500 a Year for Child/Dependent Care

When you enroll in the Dependent Care Advantage Account (DCAA), you are eligible to receive \$500 from your employer (SUNY & the Governor’s Office) to help you pay for child care or other care needed for a dependent (i.e., elder care, developmentally disabled child), regardless of the amount you contribute, even if you contribute no money at all. Many use this money for summer camp or any other dependent care which is necessary in order for you or your married spouse to work.

The DCAA is a flex-spending account in which you may elect to have an amount of your choosing withdrawn from your paycheck before taxes. It will be held in the DCAA and reimbursed to your chosen banking institution upon approval of your reimbursement claim form. Contact the DCAA hotline at 800-358-7202 for personalized assistance.

Fairness on the Job – Due Process Rights

You have the right to be treated fairly on the job. Should you face disciplinary action, you are entitled to have a Union representative assist you. The Collective Bargaining Agreement contains expedited due process procedures. The employer must demonstrate a “just cause” for taking disciplinary action. The Agreement also recognizes a right to counseling and the principle of corrective discipline.

Remember: You are always entitled to have a Union representative attend any meeting. Just ask. You can say at any time, “I don’t feel comfortable. I would like my Union Rep here.”

Retirement & Savings Eligibility

GSEU Retirement Information at: www.suny.edu/benefits/RetirementPlanGSEU.cfm



Tuition Guaranteed

You have the right to receive the pre-existing tuition scholarship typically received by graduate workers in the past in your work area. Should you face denial of any part of the customary tuition scholarship, you are entitled to have a Union representative assist you in achieving speedy and fair resolution to this problem.

Job Postings

The Collective Bargaining Agreement requires the posting of TA and GA vacancies. The campus must post the TA openings and non-academic GA job openings in a central campus location and on line at the campus website.

Personnel File

You have the right to examine your personnel file during normal business hours. Your Union recommends that you examine it periodically.

Family Leave – Right to Return to Work Protected & Employer Provided Health Insurance

Article 18 “Leaves” of the Collective Bargaining Agreement provides an employee who has worked at least one semester (or the State service equivalent) the right to take five (5) days of paid leave because of the employee’s temporary disability and/or for bereavement. An employee may also be entitled to an additional twenty-eight (28) days of leave if the reason for the leave qualifies under the Family Medical Leave Act (FMLA).

If an employee is granted such a leave, employer provided health insurance will continue during that leave. To maintain coverage while on approved leave, an employee must continue to pay the employee share of the insurance premium normally deducted from pay checks (i.e., 10% of premium for individual insurance or 25% for family coverage). In addition, an employee on such leave has the right to return to their former position or an equivalent position at the end of the leave period. So, an employee may be granted up to thirty-three (33) days of combined paid and unpaid leave during which time health insurance coverage is continued at the normal bi-weekly cost to the employee. If an employee exhausts the leave period provided in the Agreement without returning to work, the employee needs to elect COBRA enrollment to maintain coverage. (NOTE: By Federal law, COBRA costs 102% of the applicable premium. Monthly payment is necessary in order to maintain uninterrupted coverage.)

NYSRIDE

NYSRIDE is a pilot program sponsored by the Family Benefits Program/Work-Life Services Joint Labor-Management Committee. NYSRIDE helps offset transportation costs for workers using New York City’s public transportation with pre-tax purchase of public transportation tickets and by establishing discounted fare rates. Currently, workers at HSC Downstate & SUNY Optometry may enroll at: www.nysride.com. Contributions are due by the 1st of the month - 2 months prior to travel.

CWA Local 1104/GSEU Provided

Preferred Vendors Network of Benefits

NOTE: More information on the services provided through the preferred vendor network can be located by clicking on "Member Services" at the CWA 1104/GSEU webpage, www.gseu.org/member.htm.

Credit Union Membership

CWA Members are eligible as state employees to open a free checking and/or savings account at federal credit unions located in New York State.

- **Albany, Syracuse, and Binghamton:** State Employees Federal Credit Union (SEFCU)
- **Fredonia:** Fredonia Federal Credit Union (SUNY Fredonia FCU)
- **Stony Brook:** Teachers Federal Credit Union (TFCU)

Union-Made Checks & Address Labels

Mail order checks are available direct from theUnionshop.com or call 1-888-864-6625.

Scholarships

- **CWA Joe Beirne Scholarship**--\$3,000 educational scholarship for CWA members and spouses, children and grandchildren of members. Apply any time between November and March. Final deadline is March 31. A second year is possible contingent on academic performance.
- **Union Plus Scholarship**—you may sign up for email notification when the 2007 application is available for this scholarship. Check out the eligibility requirements for a scholarship in the range of \$500 to \$4,000 for undergraduate education.
- **CWA Local 1104 Scholarship Fund** for undergraduate or associate degrees.

Unionized Online Bookstore

From humble storefront beginnings in Oregon in 1971, Powell's has become a successful dot-com bookseller providing great service by its Unionized employees—www.powells.com

Sweat-Free Coffee & Chocolate

CWA 1104/GSEU is a member of the NYS Labor Religion Coalition, which has launched a Fair Trade Project. Visit the Preferred Vendor Network page under Member Services at www.gseu.org/member.htm, when ordering coffee and chocolate from Dean's Beans or Equal Exchange; enter the promotion code "LRC."

Discounted for Cell Phone Service

Get an in-store discount at Cingular Wireless when you become a CWA Union Member. You can keep your phone number when you switch!

See the Member Services link at CWA 1104/GSEU website www.gseu.org/member.htm to find out how to show proof of membership. Cingular Wireless employees are CWA Union members.

Free Legal Consultation

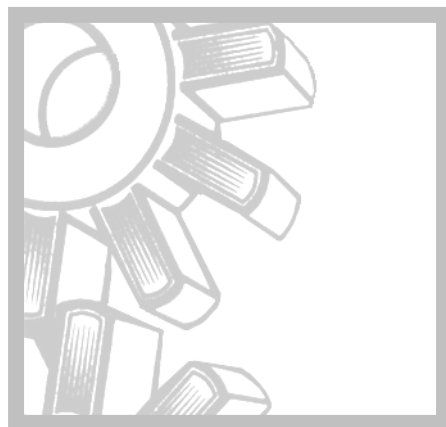
Access the online or 800 number for free legal consultation from the firm of Fine, Olin and Anderman under Member Services at www.gseu.org/member.htm

Floral Arrangements

Union Plus www.telefora.com flower club with great discounts and arrangements for every occasion under Member Services.

Union-Made Car Guide & Other Products

Before you buy, check out the consumer buying guides that indicate where quality products are made by Unionized employees at www.gseu.org/member.htm



Timeline of Victories

1977 - 1993, Created the Graduate Student Employees Union

University at Buffalo graduate workers banded together to fight workplace abuses and the continuous decline in graduate workforces wages. Volunteer Organizers mobilized their colleagues for 15 straight years to win what seemed like an endless legal fight.

1993, Public Employee Relations Board Issues Recognition

RECOGNITION!! *PERB defines bargaining unit certification for the purposes of collective action, which lead to a negotiated Agreement.*

1994, First Collective Bargaining Agreement Covering 1994-1995:

First Agreement guaranteed Pay Raises scheduled to take effect at specific intervals. 4,500 Graduate Workers won employer provided Health Care for the first time. First Agreement set the stage for future pay raises and improvements to health insurance.

1997, Second Collective Bargaining Agreement Covering 1995-1999:

After protracted negotiations and Union declaration of impasse, PERB Mediator Kevin Flanigan assists GSEU, SUNY & the Governor's office to settle the second GSEU Agreement. Pay increased and health care benefits improved including the addition of dental and optical benefits. Also, additional grievance procedures and direct deposit of paychecks were major Agreement features. Work on non-contract benefits such as credit union membership began.

2001, Third Collective Bargaining Agreement Covering 1999-2003:

Significant increases in wage minimums, securing a rising floor under the minimum level of the stipend. Members pay 20% co-pay for major medical costs. Creation of a Professional Development Fund (reimbursement for professional development projects, i.e. conference fees, transportation, books, art & music supplies, research).

2004, Fourth Collective Bargaining Agreement Covering 2003-2007:

Our current Agreement: Improvements include 100% coverage for major medical replacing the previous 80-20% split, *Expedited Due Process* procedures in cases of mid-semester dismissal to determine if employer has a "just cause", greater parity in Stipends for TA/GA's at SUNY colleges, cost of living adjustments, guaranteed tuition waiver, FLMA –type leave with the right to return to work and continued health care on par with other State workers & NYS RIDE assistance for down-state commuters.

NOTE: Our current Agreement expires in July 2007.

Additionally, Throughout The Years, Your Union Has:

- Restored Hundreds of Thousands of Dollars of Back Pay to Members
- Advocated for NY State Legislative Support for SUNY & greater access to higher education
- Fought and Defeated the Privatization Agenda of Governor Pataki & SUNY's Board of Trustees
- Engaged in Community Organizing & Mobilization

About Your Union

The Communications Workers of America (CWA) is our International Union and our International's Headquarters are located in Washington, D.C. Larry Cohen became CWA's fourth president with his election two years ago.

Our diverse membership is employed in a wide variety of industries that include: telecommunications, airline, health care, public service, printing and news media, broadcast and cable television, higher education, health care and law enforcement. CWA has broadened its membership base steadily from the telephone industry into other aspects of communications, general industry and the public sector.

CWA represents workers covered by more than 2,000 Collective Bargaining Agreements spelling out wages, benefits and working conditions for its 700,000 members. Among major employers of CWA members are Lucent, AT&T, the Bell regional phone companies, GTE, NBC and ABC television networks, the state of New Jersey, SUNY, and leading newspapers.

CWA was founded at meetings in Chicago and New Orleans in 1938. First known as the National Federation of Telephone Workers, the Union became the Communications Workers of America in 1947. CWA joined the Congress of Industrial Organization (CIO) in 1949 and has been an AFL-CIO affiliate ever since the 1955 merger of the CIO with the American Federation of Labor, (AFL). CWA is affiliated with the AFL-CIO, The Canadian Labor Congress (CLC) and the worldwide Postal, Telegraph and Telephone International (PTTI).

CWA has thousands of Local Unions, like CWA Local 1104. Each Local Union is issued a jurisdictional Charter by the International Union to represent, serve and organize workers in specific workplaces to align for greater Collective Bargaining power.

The CWA Local 1104 is an 8,000-member Local Union committed to serving its three Division's Members. Our structure is described below:

Education Division (YOU ARE HERE ->)	Graduate teachers and researchers throughout the SUNY system, NYS Labor-Religion Coalition Capital District Worker's Center, & The Labor Educator
Operator Services Division	Verizon telephone operators, directory assistance personnel, and support staff.
Telecommunications Division	Includes technicians employed by Verizon, health care workers, library workers, promotional products distribution personnel, alarm system technicians, data technicians, and telephone technicians

Want To Get Involved: Contact CWA 1104!

Kathleen Sims, Executive Vice President | 518.453.2565 | ksims@cwa1104.com

CWA International
www.cwa-union.org

Local 1104
www.cwa1104.com

Education Division
www.gseu.org