

Final Agreement

BETWEEN

Brown University

AND

Graduate Labor Organization (GLO)

April 29th, 2021

- I. Stipend increase effective July 1, 2021 of 2.50%; Equity Adjustment to the FY23 Academic Base Year Stipend of No Less Than \$750; and Standardization of Summer Base Stipend Across Disciplines Over Two Fiscal Years**

Humanities and Social Sciences

FY	Academic Base Year Stipend	Summer Base Stipend	Total 12 Month Stipend
FY21	\$26,932.00	\$5,373.00	\$32,305.00
FY22	\$27,605.30	\$7,373.00	\$34,978.30
FY23	No less than (\$27,605.30 + \$750) * (merit pool increase)	No less than \$9,201.75 * (merit pool increase)	No less than \$37,557.05

Sciences

FY	Academic Base Year Stipend	Summer Base Stipend	Total 12 Month Stipend
FY21	\$26,932.00	\$8,977.32	\$35,909.32
FY22	\$27,605.30	\$9,201.75	\$36,807.05
FY23	No less than (\$27,605.30 + \$750) * (merit pool increase)	No less than \$9,201.75 * (merit pool increase)	No less than \$37,557.05

- Graduate Students in the Humanities and Social Sciences who have already applied for and received a Summer 2021 Proctorship or Fellowship \$2,000 award or those who are taking on an additional TA position will be paid amounts agreed upon in prior communication with the University and will not receive an additional increase to their Summer Base Stipend in July or August 2021.
- The University and GLO agree that the intent of the Summer Base Stipend investment in Humanities and Social Sciences graduate students is to support and further (not impede or prolong) their timely progress towards degree completion. In the coming year the Graduate School will undertake a review of the service expectations of Humanities and Social Science students to ensure equity with students in the Sciences. The Graduate School will do so in consultation with departments, the Graduate Student Council, and GLO. To the extent any recommendations from that review impact bargaining unit positions, including requirements to serve in bargaining unit positions over the summer, those recommendations will be subject to negotiation and agreement with GLO. Nothing in this agreement shall be construed to override Article I Section 2 of the Collective Bargaining Agreement between Brown and GLO.
- No later than December 31, 2021 the University will complete an equity review of the Academic Base Year Stipend, taking into account market conditions, cost of living in the Providence area (such as housing), and the sufficiency of the stipend and other forms of financial support (including the Summer Base Stipend) afforded to graduate students. The findings of the equity review will be provided to the University Resources Committee to inform budget considerations for FY23 and to GLO to inform the FY23 stipend increase negotiation. In undertaking the equity review, the University commits to making an equity adjustment to the FY23 Academic Base Year Stipend of no less than \$750, effective July 1, 2022. The equity adjustment will be applied to the FY23 Academic Base Year Stipend prior to the application of the agreed upon stipend increase amount for FY23.
- The parties will reconvene on stipend amounts in January 2022. The stipend increase for FY23 will be no less than the faculty and staff merit pool for the same year.

II. COVID-19 Pandemic Impact Payment

The University recognizes the impact of the COVID-19 Pandemic on both work-related expenses and living expenses for graduate students. To assist with these expenses, all graduate students who have been eligible from Spring Semester 2020 to the present to be included in the bargaining unit in accordance with Article I, Recognition and Bargaining Unit Description, will receive a one-time cash payment in the amount of \$750. All such eligible students (approximately 1600 in number) will receive the payment regardless of whether they have served in a TA, TF, RA or Proctor semester-length appointment during this time period. The payment shall be disbursed no later than July 30, 2021.

**Final Agreement Made by Brown University and GLO
on Thursday, April 29, 2021**

Agreed to and Accepted:

GLO:	<u>Kaitlyn H. Hajdarovic</u>	Brown University:	<u>Russell C. Carey</u>
Date:	<u>April 29, 2021</u>	Date:	<u>April 29, 2021</u>

GLO:	<u>Franco Solleza</u>	Brown University:	<u>Ethan T. Bernstein</u>
Date:	<u>April 29, 2021</u>	Date:	<u>April 29, 2021</u>

GLO:	<u>Corinne Hutfilz</u>	Brown University:	<u>James M. Green</u>
Date:	<u>April 29, 2021</u>	Date:	<u>April 29, 2021</u>

GLO:	<u>Stephen Woo</u>
Date:	<u>April 29, 2021</u>

GLO:	<u>Alex Maxwell</u>
Date:	<u>April 29, 2021</u>

GLO:	<u>Siraj Sindhu</u>
Date:	<u>April 29, 2021</u>

GLO:	<u>Max Weinreich</u>
Date:	<u>April 29, 2021</u>

GLO:	<u>Carol Ann Tan</u>
Date:	<u>April 30, 2021</u>

GLO:	<u>Sierra V. Kaufman</u>
Date:	<u>May 2, 2021</u>

GLO:	<u>Beckett Warzer</u>
Date:	<u>May 3, 2021</u>

GLO:	<u>Matthew Kateb Goldman</u>
Date:	<u>May 3, 2021</u>

GLO:	<u>Ana González San Martín</u>
Date:	<u>May 3, 2021</u>