



Brown University Proposal to the Graduate Labor Organization (GLO)
For an Agreement on Economic Terms and
Current Collective Bargaining Agreement Extension
June 13, 2023

University Proposal for an Agreement on Economic Terms and Current CBA Extension

- The University and GLO are parties to a collective bargaining agreement which is due to expire on June 30, 2023, and
- the parties desire to enter into an agreement regarding certain economic terms and regarding extending the current collective bargaining agreement beyond the expiration date;
- therefore, the parties agree as follows:
 - that the economic terms detailed below represent the mutual and final agreement of the parties and are effective July 1, 2023 and will not be subject to further discussion or bargaining and that any terms not detailed below, economic or otherwise, will be subject to further bargaining,
 - that the present contract which expires on June 30, 2023 with the exception of the economic terms replaced by the terms below shall be extended for purposes of allowing the parties to continue to negotiate in good faith on a consistent, at least bi-weekly basis a successor agreement. The University remains committed to concluding these negotiations in a timely manner without prejudice to the parties' bargaining rights as recognized by the National Labor Relations Act,
 - that during the term of this extension agreement, all terms and conditions of the current contract, with the exception of the economic terms replaced by the terms below, shall be in full force and effect and shall remain unchanged except to the extent they have been amended or modified by this extension agreement,
 - that this extension agreement shall expire upon the effective date of the successor agreement.

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Items Included in the Collective Bargaining Agreement

I. FY24 Stipend – Bargaining Unit Positions

	Academic Year Base Stipend	Summer Base Stipend	Total 12 Month Base Stipend	Base Stipend Increase
<i>FY23</i>	<i>\$31,809</i>	<i>\$10,603</i>	<i>\$42,412</i>	<i>N/A</i>
FY24	\$33,797	\$11,266	\$45,063	6.25%

The monthly stipend amount in FY24 will be \$3755.24 (a 6.25% increase over the FY23 monthly stipend amount of \$3534.33).

The stipend adjustment for FY24 will take effect on July 1, 2023.

The University and the Union agree to continue negotiating FY25 and FY26 stipend rates for bargaining unit positions in the successor agreement.

II. FY24 Top-up rate for Teaching Assistant II and Teaching Fellow Positions (per semester)

FY	Teaching Assistant II	Teaching Fellow	Increase
<i>FY 23 (per semester)</i>	<i>\$750.00</i>	<i>\$1,000.00</i>	<i>N/A</i>
FY 24 (per semester)	\$796.88	\$1,062.50	6.25%

The University and the Union agree to continue negotiating FY25 and FY26 Teaching Assistant II and Teaching Fellow Top-up rates in the successor agreement.

III. Health Care and Other Benefits

- All PhD and MFA graduate students are eligible to receive a 100% subsidy for the cost of health insurance and dental insurance premium for a child dependent(s).
- PhD and MFA graduate students with a dependent partner/spouse who is on F2, J2, and M2 immigration status are eligible to receive a 100% subsidy for the cost of health insurance and dental insurance premium for their dependent partner/spouse.
- All other PhD and MFA graduate students are eligible to receive a 75% subsidy for the cost of health insurance and dental insurance premium for a dependent partner/spouse.
- All PhD and MFA graduate students are eligible to receive a 100% subsidy for the cost of vision insurance.

IV. Investments in Childcare

- All PhD and MFA graduate students are eligible to receive a Child Care Subsidy of up to \$6,000 per child (up to three children).
- The University will extend the Child Care Subsidy benefit for children up to the age of 13. Graduate students with children between the ages of 6-13 will be eligible for a subsidy in the amount of 50% (\$3,000).
- The University will waive the household adjusted gross income eligibility criteria when both parents are Brown University PhD or MFA students.

V. Cost of Health Care Assistance

- All graduate students who are eligible on September 30, 2023 to be included in the bargaining unit in accordance with Article I, Recognition and Bargaining Unit Description, will receive a cash payment in the amount of \$650 on or about October 31, 2023 to assist with health related or other expenses. All such eligible students will receive the payment regardless of whether they are serving in a TA, TF, RA or Proctor semester-length appointment at the time the payment is made.
- The University and the Union agree to continue negotiating FY25 and FY26 Cost of Health Care Assistance payments in the successor agreement.

[see more on next page]

**Items Outside of the Collective Bargaining Agreement to be
Memorialized in Side Letters**

A. First-year Supplemental Fellowship

- The first-year supplemental fellowship payment will be increased to \$1,750 in FY25 (for payments made to students entering for the Fall Semester 2024) and we will memorialize this commitment in a side letter accompanying the successor agreement.

B. Transportation

- Transportation/RIPTA: The University commitment to provide community members, including all graduate students, the RIPTA Upass and The Ride benefits (use of both with the Brown Card at no cost to the Brown community member) will continue and we will memorialize this commitment in a side letter accompanying the successor agreement.

C. Hourly Compensation

- The minimum Hourly Compensation rate for graduate students who are hired into hourly positions will be set at \$22.50, effective July 1, 2023, and we will memorialize this commitment in a side letter accompanying the successor agreement.

***Brown reserves the right to add to, delete, and/or modify these proposals during the course of negotiations.**