

Dear colleagues,

I am pleased to share that the University of Oregon and the Graduate Teaching Fellows Federation (GTFF), representing graduate employees (GEs), have reached a tentative agreement on a new contract. The GTFF will not strike on January 17, 2024, and their bargaining team is taking the new collective bargaining agreement to its membership for a vote with a recommendation to ratify.

The tentative agreement includes many changes that reflect the parties' shared interests related to diversity and inclusion, summer employment for GEs, and support for international GEs and GEs with families. It also achieves the goal of providing a competitive compensation package to attract and retain top talent and position our graduate programs for long-term success. It invests meaningful dollars in increasing salaries for all graduate student employees while also continuing to invest in GE healthcare:

- **Minimum pay: \$35.52 per hour.**
\$2,549.51 per month at 0.49 full-time equivalency.
- **Double-digit percentage increase for all:**
At least 10 percent first-year increase for all GEs with a 1.0 FTE base salary under \$50,000. The salary increases will be implemented retroactively to September 16, 2023.
- **New minimum pay salary structure:**
Minimum pay for all GE I, GE II, and GE III set at the same rate, which is proposed to be 10.5 percent higher than the current GE III rate.
- **Tuition and fee benefits:**
UO continues to pay all tuition and fees, except \$61 per term.
- **Health insurance provided for all GEs, their partners, and families:**
UO continues to pay 95 percent of the premium.

Additional information about the terms of the tentative agreement is available on the [Human Resources website](#).

University administration is incredibly grateful to the members of the university's and GTFF bargaining teams for their many hours of work to reach a tentative agreement. GEs are valued members of the campus community who play key roles in teaching and research. We are very pleased to have reached a tentative agreement that demonstrates commitment to GEs and the critical work they do supporting academic and research excellence and invests financially to maintain graduate programs that are successful and competitive now and in the future.

I know that this extended bargaining process created uncertainty for everyone on campus. We look forward to moving ahead as a community of faculty, staff, and students pursuing a shared mission.

Best regards,

Chris Meade
Director of Employee and Labor Relations

Human Resources, 677 E 12th Ave., Suite 400, Eugene, OR 97403
P: 541-346-3159

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