

Office of the Provost

Dear faculty colleagues,

I am writing about the status of bargaining with the Graduate Teaching Fellows Federation and to address academic and research continuity planning so that faculty members are informed as negotiations continue and a potential GTFF strike approaches.

GTFF Bargaining Status Update

The bargaining teams met yesterday to continue negotiations with the state-appointed mediator. There was movement on salary increases through counterproposals from each party. The UO team presented an updated salary offer at the end of the session, and the bargaining teams and state mediator agreed to meet on Monday morning so the GTFF team can respond to the UO offer.

UO's latest salary offer to GEs includes:

- **Minimum pay: \$35.36 per hour.**
\$2,537.97 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.
- **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 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. For context, GEs with individual health insurance currently pay \$37/month in premiums in any term in which they have an appointment.

Comparison to other public AAU institutions GE salary and benefits:

- UO GEs would earn above average minimum take-home pay for graduate employees compared to peer institutions when adjusted for cost-of-living differences between regions. Detailed analysis is available on the [HR website](#).
- UO GE health plan is far more generous and expensive, costing annually \$2,500 more per GE than it costs at other AAU institutions.

Latest UO offer by the numbers:

Minimum Salary Increases

	Year 1	Year 2	Year 3	Total
GE I*	31.21%	3.75%	3.75%	38.71%
GE II*	16.15%	3.75%	3.75%	23.65%
GE III	10%	3.75%	3.75%	17.50%

*The GE I and GE II salary rate minimum will be set the same as the GE III salary rate minimum.

Across-the-Board Increases: Base-rate Threshold = \$50,000 at 1.0 FTE (9-month)

	Below Threshold	Above Threshold
Year 1	10%	4%
Year 2	3%	3%

Year 3	3%	3%
Total	16%	10%

Additional details about counterproposals exchanged at the mediation session, including a comparison between the UO and GTFF offers, are available on the [HR website](#).

Continuity Planning

Faculty instructors and research groups should continue to develop coverage plans for work performed by GEs. Refer to the frequently asked questions for [academics](#) and [research](#) for guidance.

As noted in the [academic continuity FAQ](#), faculty lecture instructors of record with associated labs and discussions should be prepared in case GEs are absent during the strike period. Potential strategies to prepare for GE absences from labs or discussions include:

- Modify lectures to incorporate material from labs and discussions.
- Use existing or create asynchronous Canvas modules that could replace labs and discussion content.
- Adjust course grading rubrics to reduce reliance on lab/discussion grades.
- With any strategy, ensure consistency across lab/discussion sections associated with the same lecture because some discussion or lecture leaders might be present while others are absent.

We will continue to keep you apprised of developments with regular updates about bargaining and progress on continuity planning. You can stay informed about the status of the GTFF bargaining and the potential strike by visiting the [HR website](#).

Best regards,

Karen Ford
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