

# Bargaining Platform

As members of GSU, we fully recognize that we are a vital and necessary part of the Central Michigan University teaching and administrative faculty. Our professional contributions are critical to the education of undergraduate and graduate students, and we believe that the University does not fully appreciate our roles in this process. We are committed to creating a University system that recognizes the true values of our expertise, labor, and the significance of our contribution in the overall education of students.

Further, we are committed to the effort to bring about the changes necessary to achieve this goal through our own collaborative efforts. We recognize that we all play a critical role in the collective bargaining process through public expressions of union solidarity.

**Be it resolved** that we, the GSU membership, commit to working together to achieve the following goals of equity and fairness in our first contract:

## **SALARY:**

- A clear wage structure, including increased compensation based on relevant experience
- Annual raises to keep up with increases in the cost of living
- Standardized pay periods ensuring timely compensation
- Appropriate compensation for actual workload

## **JOB SECURITY:**

- Establishment of clear procedures for hiring, discipline, lay-offs, and termination
- Timely notice of changes in job status

## **BENEFITS:**

- Access to secure and comprehensive benefits, including healthcare and childcare

## **TUITION REMISSION:**

- Full tuition remission for all graduate assistants
- Timely application of tuition remission each semester

## **PROFESSIONAL DEVELOPMENT:**

- Funding for conferences and professional gatherings
- Opportunities for training in teaching methods
- Clear guidelines for evaluation by faculty and graduate assistant peers

## **INTERNATIONAL STUDENT ORIENTATION:**

- More effective and flexible, culture-centered orientation that can be tailored to individual students' needs
- Assistance with navigation of bureaucratic procedures, such as visas

## **MEMBER COMMITMENT:**

- Our aim is to achieve the goals of the Platform without a reduction in the workforce, a decrease in compensation for any member of the bargaining unit, or an increase in workload without adequate changes in compensation. Funds exist in the University budget to meet the goals outlined above, and that these changes can be accomplished without penalizing graduate assistants. We believe these changes will not only improve our lives, but make a positive contribution to the overall excellence of the University.