

NEGOTIATIONS between the BOARD OF TRUSTEES OF SOUTHERN ILLINOIS
UNIVERSITY and the GRADUATE ASSISTANTS UNITED 2010

BOARD PROPOSAL

ARTICLE 13

STIPENDS AND BENEFITS

Section 13.1. Stipends:

Section 13.1.1 Salary Increases Fiscal Year 2011 Academic Year '07-'08. Effective Year 1 (academic year Fall 2007 through Summer 2008), assistantship stipends shall increase a minimum of three percent (3%) per the schedule in Appendix A. For Fiscal Year 2011, shall not receive an increase to the stipends listed in Appendix A.

Section 13.1.2 Salary Increase Fiscal Year 2012 Academic Year '08-'09. Effective Year 2 (academic year Fall 2008 through Summer 2009), assistantship stipends shall increase a minimum of six percent (6%) per the schedule in Appendix B. For Fiscal Year 2012, employees covered by this agreement shall receive a stipend increase of one percent on January 1, 2012.

Section 13.1.3 Salary Increase Fiscal Year 2013 Academic Year '08-'09. Effective Year 2 (academic year Fall 2008 through Summer 2009), assistantship stipends shall increase a minimum of six percent (6%) per the schedule in Appendix B. For Fiscal Year 2013, employees covered by this agreement shall receive a stipend increase of one percent.

Section 13.1.3 Academic Year '09-'10. Effective Year 3 (academic year Fall 2009 through Summer 2010), assistantship stipends shall increase a minimum of four percent (4%) per the schedule in Appendix C.

Section 13.1.4 Proportional Appointment. Appointments of different duration or percentage shall be calculated proportionally.

Section 13.1.5 Grant Funding. Appointments in which the salaries are paid by grant funds shall not receive the increases provided herein if sufficient grant funds are not available. If the grant does not provide for increases in the assistant's salary as stated in subsection A of this Article, the assistant shall receive increases as provided in the grant. The Union shall have the right to review the relevant grant documentation. All new grant proposals submitted by the University shall include increases as provided under this Agreement.

Section 13.1.6 Unit Increases. Nothing in this Section is intended to prohibit individual units from increasing the unit stipend above the minimum amounts stated in subsections A through C of this Section.

Section 13.2. Health Care.

Section 13.2.1 Student Medical Benefit Primary Care Fee Fall 2008 & 2009. All assistants covered by this Agreement are eligible for such health care benefits as the University provides other students at the same cost and upon the same terms and conditions. ~~Effective Year 2 (academic year Fall 2008), the University shall pay twenty five percent (25%) of the Student Medical Benefit Primary Care fee of the assistants. Effective Year 3 (academic year Fall 2009),~~ The University shall pay fifty percent (50%) of the Student Medical Benefit Primary Care fee of the assistants.

Section 13.2.2 Health Coverage – University and Union Rights. During the term of this Agreement, the University has the sole discretion to alter the terms of health coverage including but not limited to coverage, carriers, or other program provisions so long as such alteration does not conflict with a provision of this Agreement. If any change in the health care benefits reduces the current coverage, then the Union may demand to bargain such reduction in coverage.

Section 13.2.3 Union Designees to Meet With Campus Health Services. The Union shall designate two (2) assistants to meet at least annually with University officials responsible for campus health services for the purpose of providing input and recommendations to the University with respect to the University's student health insurance program.

Section 13.3. Emergency Short-Term Loans. In accordance with current University policies and practices, the University agrees that assistants who otherwise meet the loan criteria shall be eligible for short-term emergency loans of up to Six Hundred Dollars (\$600.00). These loans shall be re-paid within ninety (90) days. If an assistant fails to re-pay the loan in a timely manner, the assistant agrees that the University may collect payment for the loan in any manner provided by law, including withholding payments from the assistant's stipend check as a garnishment.