CEOAS - CGE
Discussion and Info Session

Paige Reynolds & Cassidy Wagner
Session Overview

- Coalition of Graduate Employees (CGE) background
- Our role as your stewards
- What is bargaining?
- Current bargaining goals
- Upcoming events

Also included: Contact Info/Helpful links
CGE background

- CGE formed in 1999, first contract 2001
- Past CGE Wins
  - Healthcare
  - Tuition waiver
  - Fee waiver
  - Over 70% increase in minimum salary since 2001
  - Inclusion of RAs in bargaining unit (2013)
- CGE represents RAs and TAs
- Fellows in CGE
Our role as stewards

- Maintain a connection between CEOAS graduate students and CGE
- Work with the CGE VP for Grievances to help resolve any issues with your contract
- Help graduate students with any issues that might come up in CEOAS
What can we do as your stewards?

Office hours? Weekly updates?
What is bargaining?

“Collective bargaining is the process in which working people, through their unions, negotiate contracts with their employers to determine their terms of employment, including pay, benefits, hours, leave, job health and safety policies, ways to balance work and family, and more.”

— American Federation of Labor and Congress of Industrial Organizations

What does this look like in CGE?

- CGE is legally recognized as the official representation of all graduate employees at OSU
- We are obligated (by law & principle) to negotiate a contract that will benefit all grad workers
- We negotiate every two years, with a full contract negotiation every four years
  - This year we have a partial reopener!
- We negotiate for all GTAa/GRAs at OSU, member or not
What do you want our union to bargain for?

Higher salary? More protections?
# 2021-2022 Bargaining Goals

**Pandemic & Climate Crisis Protections:**
- Right to leave unsafe work conditions
- Right to work remotely if in-person work becomes unsafe
- Hazard pay (2x normal pay)
- Provided PPE for future events

**Salary:**
- 12 month appointments (GE opt out)
- 18% increase to base minimum salary
- 5.5% salary increase to **ALL** returning GEs (COLA: Cost of Living Adjustment)

**Appointment Letters:**
- GE compensation for late and/or incomplete appointment letters and/or position descriptions
- Supervisor listed on appointment letter & position description

**Childcare:**
- $550 stipend per child per month
- OSU-CGE committee to address childcare resource availability for GEs
Upcoming Events

Monday, May 23rd: Last day to apply to CGE hardship fund! (link in later slide)

Wednesday, May 25th:
- 1:00-2:30pm - Rally for Salary Pt.2
- 2:30-4:00pm - OSU-CGE Bargaining Session

Saturday, June 4th: 4:00pm - Summer of 60’69, CGE Cookout

Friday, June 10th: 3:00-5:00pm Final(?) OSU-CGE Bargaining Session
CEOAS Steward Contact Info

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Helpful CGE Links

CGE website: https://www.cge6069.org

CGE Discord: https://discord.gg/Jm5QruBQ

Hardship fund: https://www.cge6069.org/connect/hardship/

Your contract as an RA/TA: https://www.cge6069.org/members/cba/

Helpful CEOAS Links

CAGS Discord: https://discord.gg/KUFkfKze

CEOAS grad slack: https://join.slack.com/t/ceoasslackers/shared_invite/zt-wgox370h-kEGFq3UoH907YFZIVTFZ1g