

February 17, 2023

Memorandum of Agreement

Temple University and Temple University Graduate Students Association

Pending final contractual language, subject to ratification.

Wages

Retro to February 1, 2023

- 10% increase to all minimum
- \$1000 one-time payment as soon as practicable

Increase to Minima:

AY 23-24 – 5%

AY 24-25 – 2.5%

AY 25-26 – 2.25%

Article 5: Union Rights

- E. On the last **business** day of **each** month Temple will provide an electronic report, in PDF and Excel formats, of bargaining unit members in the Human Resources data management system including the following information: name, TUID, department of program of employment, position title, **original date of hire, appointment percentage**, monthly compensation, termination date of appointment, US Citizenship status, race, gender, address, and Temple University email address.
- F. **Beginning Fall semester 2022 and continuing until such time as the parties agree to modify this agreement, Temple will provide TUGSA with appointment letters, department assignment forms, and Direct Academic Benefit forms, to the extent they exist, for TUGSA bargaining unit members. These documents will be provided by November 15 of the Fall semester and March 15 of the Spring semester. Documents for Summer session appointments will be provided approximately one month after the bargaining unit list is produced. Temple will redact any information protected by FERPA before the documents are provided. The Union understands the documents provided may not be complete in the event that late contracts, changes, or other events occur that may delay up to date, accurate and/or complete provision.**
- L. **The University shall provide TUGSA with a list of incoming bargaining unit members scheduled to attend TA Orientation (or similar event), including name, department, and contact information. TUGSA will receive this list at least one (1) weeks prior to these sessions. The Union understands that this list may be incomplete.**

Article 6: Union Dues Check-Off

(agree to the Union's last proposal dated June 28, 2022)

B. Upon receipt of a written authorization from any employee Temple shall pursuant to such authorization deduct from the wages due said employee each month and remit to the Union regular dues. Authorizations received by the fifth (5th) of the month will be effective for that month's salary payment. Authorizations received after the fifth (5th) of the month will be effective for the next month's salary payment. Deductions will continue so long as authorization remains in effect.

C. By the tenth of the month, Temple shall forward to TUGSA (1) the dues deducted in the previous payroll period and (2) a list showing the names of the bargaining unit members who authorized such deductions and the amounts deducted. Corrections to this information shall be provided to the University no later than three (3) calendar days after receiving the forementioned information to be effective for that month's salary payment.

TUGSA and Temple agree to cooperate in resolving any discrepancies in dues deductions.

Article 8: Grievance Procedure

A. Step 1

Within fifteen business days after the grievance occurs or after the grievance should have been known, it shall be presented in writing to the Dean or his/her designee, as approved by the University. The grievant shall have the option to have the Step 1 grievance responded to in writing or have meeting with the Dean or designee. The Dean or designee shall respond to the grievance in writing within five business days after receiving the written presentation or within fifteen business days of having the grievance meeting, with copies to the Provost and TUGSA.

C. A grievance on behalf of Temple may be presented initially at Step 2 by notice in writing addressed to TUGSA by email to <union@tugsa.org>.

G. The parties may mutually agree in writing to extend or suspend the time limits.

Work Assignment

In the event that an assignment changes, the TA/RA will be provided with a new assignment form.

Article 18: Paid Leave

Section 1 – Bereavement Leave:

A TA/RA will be granted up to four (4) consecutive calendar days to attend the funeral of immediate family members (spouse, domestic partner, father, mother, legal guardian, child, sister or brother) without loss of pay or benefits. A TA/RA will be granted up to three consecutive calendar days to attend the funeral of a grandparent. One of the days must be the funeral day. A TA/RA must notify his/her supervisor prior to taking such leave. The University reserves the right to demand proof of any death and relationship for which leave is taken. With prior approval from their supervisor and documentation of international travel, a TA/RA may receive up to an additional 5 days for international travel needed to attend the funeral.

Section 3 – Sick Leave

D. The TA/RA will be entitled up to twenty (21) calendar days of leave without loss of pay for the birth of a child, or upon either the initial placement or the legal adoption of a child. Additional unpaid leave may be arranged per Article 17.

Workload Guidelines - Side Letter

Temple agrees to create a committee to review the current Workload Guidelines. This committee will make non-binding recommendations to the Provost for revision of the Workload Guidelines. The decision on whether to implement the committee's recommendations rests solely with the Provost. This committee will be comprised of three (3) people appointed by Temple University and three (3) people appointed by TUGSA. The first meeting of this committee will be no later than ninety (90) days after ratification.

The University will review its process of providing appointment letters and assignments to TAs/RAs to avoid delays in implementing their benefits or tuition remission.

Expiration 2/15/26

Students returning to work by February 22nd, benefit subsidy will be reinstated, any premiums for single coverage paid will be reimbursed and tuition remission will be reinstated retro to February 1, 2023.

No retroactivity to can be guaranteed after the above date.

TUGSA will withdraw any ULPs

The university will investigate more affordable dependent health coverage for our international Tas/RAs