GSOC CBA - Impact and Implication
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Local 2110 Graduate Employee Union
Contract Implementation Update

Fiscal Officers
Human Resources Officers
HR Business Partners

July 15, 2015
Graduate Student Employees who

- teach classes
- are graduate assistants (hourly)
- research assistants

Exclusions
- School of Medicine
- Stern MBA
- Poly
- Sciences:
  - Biology
  - Chemistry
  - Neural Science
- Physics
- Mathematics
- Computer Science
- Psychology in GSAS
- Beyond 7th year of PhD program
Exclusions

- School of Medicine
- Stern MBA
- Poly
- Sciences
  - Biology
  - Chemistry
  - Neural Science
  - Physics
  - Mathematics
  - Computer Science
  - Psychology in GSAS
- Beyond 7th year of PhD program
2015/2016 Graduate Employee Compensation

• Graduate Employee Adjuncts - paid no less than current faculty adjunct rate
• Graduate Employee Hourly Workers - minimum $15.00/hour
• Research Assistants - $26,200
New Job Code STNT04
Graduate Employee Pool Job

<table>
<thead>
<tr>
<th>Job Code</th>
<th>Job Profile</th>
<th>Job Family</th>
<th>Account</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>STNT01</td>
<td>Student FWS</td>
<td>Work Study</td>
<td>51118</td>
<td></td>
</tr>
<tr>
<td>STNT02</td>
<td>Student America Reads</td>
<td>Work Study</td>
<td>51118</td>
<td></td>
</tr>
<tr>
<td>STNT03</td>
<td>Student Non FWS</td>
<td>Non-Work Study</td>
<td>51119</td>
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<td><strong>STNT04</strong></td>
<td><strong>Graduate Employee Pool Job</strong></td>
<td><strong>N/A</strong></td>
<td><strong>N/A</strong></td>
<td><strong>LOCAL 2110</strong></td>
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<td>STNT05</td>
<td>Graduate Employee FWS Hourly</td>
<td>Work Study</td>
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<td><strong>LOCAL 2110</strong></td>
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<td>STNT06</td>
<td>Graduate Employee Non-FWS Hourly</td>
<td>Non-Work Study</td>
<td>51219</td>
<td><strong>LOCAL 2110</strong></td>
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<tr>
<td>STNT07</td>
<td>Graduate Employee Adjunct</td>
<td>Adjunct Faculty</td>
<td>51212</td>
<td><strong>LOCAL 2110</strong></td>
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<tr>
<td>Adjunct</td>
<td>Various Adjunct (Non Student)</td>
<td>Adjunct Faculty</td>
<td>51112</td>
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</table>

**NOTE:** STNT04 through STNT07 denote newly created Local 2110 account codes
Appointment Letter

Must be received by Graduate Employee prior to 10 business days after the start of his/her on-site responsibilities.

The letter shall state
• amount of compensation
• duration of appointment
• expected average number of hours per week
• any other relevant terms or conditions as may be established by the department/program

Article IV, A
Considerations When Hiring a Student

- Job duties
- Hours needed
- Appointment Period
Article IV, B

Sometimes I feel that I have the worst job in the world!

Ya...right!

http://TheFunnyPlace.net
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Article IV, A
Steinhardt Primary Responsibilities

- Subsidized health insurance
- Stu-Dent dental coverage
- Sick and vacation pay
- One time payments
Vacation

Earned after 26 consecutive weeks of work:

PhD = 2 weeks

Masters = 1 week

Article XI, B
Steinhardt Obligations

• Fees waived for tuition, maintenance of matriculation, student activities, registration, etc.
• Provide reasonable access to desk space, telephone, vm, photocopy equipment as necessary to carry out duties
Obligations

If you appoint two or more new graduate employees at higher pay rates than any incumbent graduate employee, the incumbent pay rate must be raised to the new higher rate.
Steinhardt Obligations

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### Testing and Move to Production in PeopleSync

<table>
<thead>
<tr>
<th>Task / Milestone</th>
<th>Target Date</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Processes prototypes ready</td>
<td>Week of June 22</td>
<td></td>
</tr>
<tr>
<td>Unit Testing with Schools</td>
<td>Week of June 29</td>
<td></td>
</tr>
<tr>
<td>End to end testing – Business Processes, Integrations, Payroll</td>
<td>Week of July 13</td>
<td></td>
</tr>
<tr>
<td>Move to Production in PeopleSync - Job Profiles, Business Processes, Custom IDs, Integrations, myTime (contingency)</td>
<td>Week of July 27</td>
<td>PeopleSync Office Hours Scheduled</td>
</tr>
<tr>
<td>First Bi-weekly Period for Graduate employees</td>
<td>8/10/2015 - 8/23/2015</td>
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*Note: Please do not appoint graduate employees for Fall 2015 until new job profiles and processes are in production.*
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