

**2003-2005 LABOR AGREEMENT
TEACHING ASSISTANTS' ASSOCIATION
SUMMARY OF LANGUAGE CHANGES**

The following is a summary of the changes to the 2003-2005 Teaching Assistants' Association labor agreement. Language provided in the Summary of Changes column is paraphrased only. Consult the 2003-2005 TAA Agreement for the complete provisions.

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
<u>II.</u>		<u>RECOGNITION AND UNION SECURITY</u>
	2/1	<u>Union Recognition:</u> Provides that UW won't hire student hourlies for performing work otherwise assigned to a Teaching Assistant or Project Assistant. This addresses the union's concern that some of their work was being given to student hourlies (not part of their union).
<u>IV.</u>		<u>GRIEVANCE PROCEDURE</u>
	4/1./F.	<u>Definition and Procedure:</u> Eliminates the 14 day window to file a grievance on job duties. This means the time limit will default to 30 days.
<u>V.</u>		<u>APPOINTMENTS</u>
	5/8./B.	<u>Duties:</u> Clarifies that appointment duties on "worksheet" will include hours for contractually mandated paid training time and for any other training mandated by Employer. This addresses their concerns that their worksheet of estimated hours of work failed to include mandatory training time.
<u>VI.</u>		<u>ORIENTATION, TRAINING & EVALUATION</u>
	6/2./C.	<u>Evaluation:</u> Clarifies that student evaluations are part of the evaluation process but shall not be the sole method for evaluating Teaching Assistants. This addresses their concerns that some Professors were using student feedback forms as the sole criteria for evaluating performance.
<u>XI.</u>		<u>BENEFITS</u>
	11/1	<u>Health Insurance:</u> The union agrees to participate in the state's three tier health insurance plan with rates set at 50% of the "standard" rate for other state employees. NOTE: Many TAs/PAs hold appointments from 33% to 50% and their risk category is lower then other state employees. This allows a 50% rate charge which considers their income level and risk category.
	11/3./B.	<u>Medical Insurance:</u> Some students are eligible for both the state health insurance plan and the Student Health Insurance Program (SHIP). New language clarifies that students won't be charged for both plans if there is a mistake in the enrollment process.
	11/3./C.	<u>Medical Insurance Reviews:</u> New language was added to ensure that the

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	<p>NN #8</p> <p>Letter</p>	<p>Employer conducts regular reviews of employment records so that employees enrolled in a state health insurance plan are also not enrolled in the Student Health Insurance Program (SHIP).</p> <p><u>NEGOTIATING NOTES</u></p> <p><u>Undergraduate Assistant Title:</u> New language provides that the Undergraduate Assistant title (a student worker) will only be used when a qualified graduate student is not available. This addresses the union’s concern that some departments are hiring undergraduates to do teaching assistant or project assistant work when graduate students should be given preference.</p> <p>The Employer agrees to meet with the union to discuss issues regarding catastrophic leave issues. The current TAA contract does not contain a catastrophic leave program due to problems of sick leave sharing across grant funding (i.e., a TAA or PA can’t give their sick leave to someone because it would require their restricted grant funding to pay wages for someone else not covered by the grant – a violation of the grant).</p>