

Welcome to Montana State University!

GTAs, GRAs & GSAs

Your
assistantship =
Union
representation

- Rights & Protections
- Responsibilities & Expectations
- Covered by a Collective Bargaining Agreement
- Union represents you –
 - At the bargaining table
 - To assure that the Contract is followed

What is a Collective Bargaining Agreement?

- Legally binding document
- Applies to three parties
 - GTAs, GRAs, GSAs
 - Union
 - University/MUS system
- Link to full document –
<https://mus.edu/hr/cba/024-CBA.pdf>

Key Components

- Relationship to the Union
- Compensation –
 - Stipends
 - Additional Payments
- Maximum hours - 19 for assistantships
- Conditions/expectations for appointment
- Membership dues
- Exclusions

Relationship with Union

- Bargaining Unit Members have a sole and exclusive representative
- This is your Collective Bargaining Agreement
 - The Union negotiates on your behalf
- Academic issues are separate
 - Grievance cannot be filed for issues related to academics
- Link to Union Rights - Article 3 – page 4
 - <https://mus.edu/hr/cba/024-CBA.pdf>

Compensation - Stipends

- Monthly stipend amount –
 - GTAs – set by Department
 - GRAs & GSAs – set by the PI based on the amount in the grant
- Payment parameters
 - Paid for the term of the assistantship
 - Floor of no less than \$663/Mo for 19 hours of work/week
 - Floor can be pro-rated based on hours of work expected as stated in the Appointment
- Link to Compensation - Article 8 – page 10
 - <https://mus.edu/hr/cba/024-CBA.pdf>

Compensation - Additional Payments

- Created to help students pay for health insurance – can be used for other living expenses
- Variable rate, dependent on # of semesters
 - AY only
 - Not pro-rated
- Funding for GRAs and GSAs is provided by grants
- Link to Compensation - Article 8 – page 10
 - <https://mus.edu/hr/cba/024-CBA.pdf>

Maximum Hours – average of 19 per week

- Averaged over the term of the Assistantship
 - GRAs & GSAs performing research - should be working for the Assistantship for those hours, and for themselves the rest of the time
- Students in general will not be allowed to have any combination of appointments that commit them to more than 20 hours total on campus.
- Conflict of Commitment
- Link to Appointment of Graduate Students
 - Article 6 – page 9
 - <https://mus.edu/hr/cba/024-CBA.pdf>

Conditions/ Expectations for Assistantships

- Be in good Academic standing
- Make progress toward degree
- Meet the requirements of the Grad School
- Must have completed all required trainings
- 6 credits is considered to be half-time
 - Student status = FICA exemptions
- Link to Appointment of Graduate Students
 - Article 6 – page 9
 - <https://mus.edu/hr/cba/024-CBA.pdf>
- Link to Member Rights and Working Conditions – Training - Article 5.04 – page 8
 - <https://mus.edu/hr/cba/024-CBA.pdf>

Tuition Waivers

- Not tied to the Collective Bargaining Agreement
- Every person on an Assistantship receives the in-state tuition rate, regardless of money source
 - If an out-of-state student is in a situation where they do not have an assistantship – tuition reverts to out-of-state

Membership Dues

- Entitle you to be more involved with the Union
- No requirement to pay
- You are still covered by the Collective Bargaining Agreement
 - Rights
 - Responsibilities
- Link to Union Rights - Article 3 – Page 4
 - <https://mus.edu/hr/cba/024-CBA.pdf>

Who to contact ...

- Contacts -
 - Graduate School contacts
 - craig.oglivie@montana.edu, with a cc to kathy.marcinko@montana.edu, or call ext. 4112
 - Union contact
 - Seth Kimbrell, sethkimbrell@montana.edu – President