

CGE Bargaining Gains Through Time

CONTRACT	CONTRACT CYCLE GAIN ¹	HEALTH INSURANCE	FEES	SALARY
TOTALS 2001-2016	= \$6033/yr +\$10511/yr for grads with a family ² +\$1290/yr for engineers ³ +\$6031/yr for lowest paid grads ⁴	Increased Insurance Benefits: = \$3545/yr +\$6473/yr for grads with a family ²	Increased Fee Relief: = \$1834/yr +\$1290/yr for engineers +300 for matriculation fee +\$360 for international grads	Increased Salaries: +66% to minimum salary rate +249% total wages for lowest paid ⁴
2016	= \$546/yr ⁵ +\$330/yr for grads with a family +\$3393/yr for lowest paid grads +360 for international grads		<p>+348/yr rolled into tuition & remitted³ +\$1290/yr for engineers³ +\$300 one-time matriculation fee</p>	<p>50% raise to minimum fte annual COLA for all 2%</p>
2014	= \$858/yr ⁵ +\$3998/yr for grads with a family +\$382/yr for lowest paid grads added to 2012 contract benefits		<p>+348/yr rolled into tuition & remitted³ +\$1290/yr for engineers³ +\$300 one-time matriculation fee</p>	<p>6% raise to minimum salary rate over 2 years annual COLA for all 2%</p>
2012	= \$667/yr +\$3204/yr for grads with a family +\$977/yr for lowest paid grads added to 2010 contract benefits		<p>+348/yr rolled into tuition & remitted³ +\$1290/yr for engineers³ +\$300 one-time matriculation fee</p>	<p>18% raise to minimum salary rate over 3 years</p>
2010	= \$1204/yr +\$1290/yr for engineers +\$333/yr for lowest paid grads added to 2008 contract benefits		<p>mandatory fees = \$900/yr +348/yr rolled into tuition & remitted³ +\$1290/yr for engineers³</p>	<p>7% raise to minimum salary rate annual raise for low paid grads 3%</p>
2008	= \$897/yr +\$304/yr for lowest paid grads added to 2006 contract benefits		<p>mandatory fees = \$900/yr</p>	<p>3% annual raise for low paid grads</p>
2006	= \$1401/yr +916/yr for lowest paid grads added to 2004 contract benefits		<p>mandatory fees = \$750/yr</p>	<p>19% raise to minimum salary rate annual raise for low paid grads 3%</p>
2004	= \$775/yr added to 2001 contract benefits	no group health insurance plan \$660/year university contribution toward individual plan	<p>total fee relief= \$0/yr</p>	<p>\$445 per year "salary freeze" payment</p>
2001	= \$330/yr +minimum salary rate established +grievance procedure +guaranteed tuition waiver	no group health insurance plan \$330/year university contribution toward individual plan	<p>total fee relief= \$0/yr</p>	<p>minimum salary of \$2275/month at 1.0 FTE established</p>

¹Contract cycle gain refers to the increased financial benefit bargained in each contract cycle. For example, the 2006 contract cycle gain is the financial benefit of the 2006 contract minus the existing benefits of the 2004 contract.

²Family is here defined as a partner and one or more dependents on graduate employee health insurance.

³2009-2010 CGE and AFT-Oregon lobbying efforts to reduce fees resulted in engineering specific fees of \$1290/yr being rolled into tuition and thus remitted to engineering grad employees. An additional \$348/yr in fees (registration and technology) were rolled into tuition and remitted to all graduate employees.

⁴Lowest paid grads are here defined as those working at the minimum salary rate and minimum FTE. For grads at a low salary rate and higher FTE, increases to the minimum salary rate result in even larger gains.

⁵The annual 2% COLA has been included based on the average FTE (0.4) and minimum salary rate.