

**The tentative agreement reached on September 26, 2013:**

**Extends all the protections, rights, and benefits of the existing contract to new bargaining unit members (mostly RAs).** Much of bargaining was spent on the defensive as OSU tried to remove workload and grievance protections from many RAs. We dug our heels in, and we're happy to report that we're emerging with a contract that provides equally for all graduate employees.

**Guarantees a minimum of 15 days per academic year to be taken as leave.** We fought for this language to guarantee that all graduate employees could take time away from work, and we believe this language is especially important to international graduate employees who need to make longer trips home.

**Creates a new academic grievance procedure within the Graduate School to address "unreasonable research effort" requirements,** while maintaining an employee's right to file an employment grievance through CGE.

**Adds sexual orientation to the class of discrimination grievances that can be filed with the University.**

**Guarantees that the University will meet with us to discuss the inclusion of the Medical & Family Leave Policy in the contract.** We weren't able to have the Medical & Family Leave Policy added to the contract in this round of negotiations, but we've agreed to a Letter of Agreement that commits both parties to meeting to work toward this goal in the coming months.

**Extends eCampus tuition waivers for graduate employees through the 2013-2014 academic year.**

**Requires departments to designate a point person for work space and supplies and sets up a procedure for requesting space and supplies that aren't readily available.** Many graduate employees have had trouble securing the space and supplies necessary to perform their jobs. This language will help us know where space and supplies are insufficient, so we can begin to address those needs.