



Coalition of Graduate Employees

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August 11, 2014

Sabah Randhawa, Provost
Oregon State University
624 Kerr Administration Building
Corvallis, Oregon 97331

RE: Coalition of Graduate Employees and Oregon State University Contract Negotiations

Dear Provost Randhawa,

We are writing to reach out directly to you regarding ongoing contract negotiations. We have been pleased with the progress made at the bargaining table to address the needs of many graduate employees, especially those with families. However, there are a few remaining issues that must be resolved before we are prepared to settle the contract. Namely, CGE has proposed that:

- All graduate employees making satisfactory academic progress receive a 2% cost of living adjustment each year they are reappointed within the same employing unit
- OSU adopt the CGE Health Insurance Advisory Council (HIAC) recommended changes to the graduate employee health insurance plan
- OSU increase their contribution to graduate employee health insurance to 90%

Cost of living adjustments are necessary to prevent de facto yearly pay cuts. As rent, food, and gas costs all increase, our members cannot continue to stretch their paychecks ever further. Improvements to our health insurance plan are necessary to provide graduate employees with real access to major dental coverage. Too many graduate employees live with untreated dental issues because the limitations of our plan mean that for any significant procedure, nearly the entire cost would be out-of-pocket. Finally, to maintain affordable health insurance and to move toward parity with other Oregon State University employees, graduate employees need to see increased costs offset by an increase in OSU's contribution to health insurance. These three changes would affect nearly every OSU graduate employee and would significantly improve the quality of life for many. Graduate employees provide valuable service to OSU, and they deserve to receive compensation that reflects this fact.

OSU's Bargaining Team has demonstrated that the University can afford to make these critical improvements, so we are appealing to you and the University leadership to authorize the OSU Bargaining Team to accept CGE's most recent financial proposal, which includes the above contract improvements.

If there's anything we can do to elucidate the details of our financial proposal, please do not hesitate to contact us. We look forward to wrapping up these negotiations and moving forward in implementing these important changes.

In Solidarity,

Shannon Andrews, President
On behalf of Coalition of Graduate Employees Executive Council