GEU 2024-28 Contract Summary

# Key College- and Unit-Level Changes

## LEAVE

* **Parental Leave** – A birthing parent continues to be eligible for up to eight (8) weeks of paid leave. A non-birthing parent is eligible for up to four (4) weeks of paid leave and eight (8) weeks of total leave.
* **Personal Observance Days** – TAs are eligible for two personal observance days each contract year. They must request these days from their supervisors at least seven (7) days in advance.
* **Holidays** – Winter break days and Dr. Martin Luther King, Jr. Day have been added to the list of holidays.
* **Bereavement Leave** – Each semester, TAs will receive up to three (3) days of bereavement leave with pay following the death of a close family member, with additional time granted upon request. TAs shall not be forced to disclose personal relationships, only to claim a familial tie.

## ORIENTATIONS

## A GEU representative will be allowed at least 15 minutes to provide information at new TA orientations and unit-level group orientations (in effect since 2023).

## MEETINGS WITH FACULTY OF RECORD

* Faculty of record should have beginning-of-semester discussions with TAs and should include enrollment information, approximate schedule of course activities, and travel information if applicable. Faculty of record must be available at least twice per semester to collaboratively assess workload.

## BEST PRACTICES FOR ACCESSBILITY

* MSU is committed to following best practices for persons with disabilities and will offer training programs as such. All MSU employees are strongly encouraged to participate.

# Additional Notable Changes

## STIPENDS

* 3% raises each year (2024, 2025, 2026, 2027)
* Increases to minimums of 8% (2024), 5% (2025), 3% (2026), and 3% (2027)

## BENEFITS

* [New vendor](https://hr.msu.edu/benefits/graduate-assistants/health/index.html)
* New structure for university contributions (employee subsidized at 100%; employee + 1 dependent subsidized at 90%; employee + family subsidized at higher rate)
* Streamlined payment system

## INTERNATIONAL STUDENT SUPPORT

* SEVIS reimbursement up to $350 for those who qualify

## APPOINTMENTS

* [Template letter](https://grad.msu.edu/offer-templates) has been updated to include payroll schedule and health benefits information.

**[GEU 2024-2028 Collective Bargaining Agreement](https://hr.msu.edu/contracts/documents/geu-2024-2028.pdf)**