

**Tentative Agreement
between Portland State University (University) and
Graduate Employees Union (Union)
June 10, 2021**

The parties agreed to a one-year extension of the 2018 – 2021 Collective Bargaining Agreement. Through this extension, all terms and conditions of the current CBA including all executed Memorandums of Understandings¹, and Letters of Agreement, will remain in full force and effect through June 30, 2022.

The following Articles of the current CBA were negotiated and the parties agreed as follows:

1. Article 19, section 19.3.2 - Minimum rates

- a) **Effective September 16, 2021**, the minimum hourly for both 12-month and 9-month Graduate Assistant appointments will be \$17.00.
- b) **Effective September 16, 2022**, the minimum hourly rate for both 12-month and 9-month Graduate Assistant appointments will be \$18.00.
- c) **Effective September 16, 2023**, the minimum hourly rate for both 12-month and 9-month Graduate Assistant appointments will be \$18.87

2. Article 19, section 19.5 and LOA 8/7/2019 Cost of Living Adjustment (COLA)

- a) **19.5.1** - In Fall Term 2021 – a 1% COLA will be applied
- b) **19.5.1** - In Fall Term 2022, a 1.5% COLA will be applied
- c) **19.5.1** - In Fall Term 2023, a COLA will be applied using the Consumer Price Index (CPI). If the percentage increase in the CPI is less than 1.5%, then the salary increase will be 1.5%. If the percentage increase in the CPI is more than 3.5%, then the percentage increase to the salary will be 3.5%.
- d) **19.5.3** (from LOA)– For purposes of this article, “CPI” means the Western Region Consumer Price Index for All Urban Consumer (CPI-U) for the previous 12-month period as published in or near November each year by the U.S. Department of Labor’s Bureau of Labor Statistics.

3. Article 20, sections 20.2 (table only) – Fee Remission²

University Responsibility: During the period of September 16, 2021 through September 15, 2022, the University will be responsible for 100% of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, and Academic Student Recreation Center Fee.
GA Responsibility: 0%
University Responsibility: During the period of September 16, 2022 through September 15, 2023, the University will be responsible for 100% of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, and Academic Student Recreation Center Fee.
GA Responsibility: 0%
University Responsibility: During the period of September 16, 2023 through September 15, 2024, the University will be responsible for 100% of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, and Academic Student Recreation Center Fee.
GA Responsibility: 0%

¹ Article 3 is attached for ease of reference

² For clarity: fee remission does not include remission for the Matriculation Fee.

1 This agreement is effective upon signature and ratification and will remain in effect until 2024.

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<p>DocuSigned by: For the University</p> <p><i>Shelly Chabon</i> 36AE946A10A1421</p> <p>Shelly Chabon, Vice Provost for Academic Administration & Planning 6/15/2021</p> <p>_____</p> <p>Date</p>	<p>DocuSigned by: For the Union</p> <p><i>Emily Leickly</i> 002A5418C4714AE...</p> <p>Emily Leickly, VP of Negotiations 6/15/2021</p> <p>_____</p> <p>Date</p>
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