

**Tentative Agreement between Portland State University (PSU) and  
Graduate Employees Union (GEU)  
October 11, 2022**

1 **Article 28 - Term of Agreement**

2 **Section 28.1 - Implementation and Duration**

3 **28.1.1** - This Agreement shall be effective from the date of ratification by both Parties, or  
4 as expressly provided in this Agreement, through June 30, 2026.

5 **28.1.2** - This Agreement expires on June 30, 2026.

6 **Section 28.2 - Successor Agreement**

7 **28.2.1** - The Parties will confer prior to March 30, 2026, to discuss the format for  
8 successor bargaining (i.e., whether to use an interest-based, traditional, or other  
9 bargaining approach). The Parties will also confer regarding the timing and scheduling of  
10 successor bargaining.

11 **28.2.2** - Unless the Parties agree otherwise, the Union will send written notice to the  
12 University during the month of January prior to the expiration of this Agreement of its  
13 desire to negotiate a successor agreement. Prior to commencement of negotiations, the  
14 Parties shall exchange written notice of those new subjects or sections of this Agreement  
15 they propose to negotiate. Those sections of this Agreement not opened by said notices  
16 or by subsequent mutual agreement shall automatically become part of any successor  
17 agreement. Negotiation of the successor agreement shall begin no later than March 1,  
18 2026, or such date thereafter as may be mutually agreed upon by the Parties.

19 **Section 28.3 - Negotiation of Automatic Economic Reopener**

20 **28.3.1** - There will be a limited economic reopener beginning in January 2024, and this  
21 reopener will conclude economic bargaining for the remaining term of the Agreement. The  
22 reopener will include the opportunity for each Party to propose a health care benefit as  
23 part of total compensation of a GA. The health care topic and the other economic  
24 provisions of the Agreement that can be opened for bargaining in the reopener are:

25 **28.3.1.a** - Article 19, Sections 19.3 - 19.5;

26 **28.3.1.b** - Article 20, Section 20.2;



27 **28.3.1.c** - Article 21, Section 21.3 (expressly limited to any continued funding of  
28 the Graduate Employee Assistance Fund)

29 **28.3.1.d** - Proposals regarding having the University pay as a benefit of  
30 employment, all or a portion of the cost of a GAs health insurance premium or a  
31 related health care proposal involving any direct payment or any subsidy or offset  
32 of health care costs of GA (whether medical, dental, and/or vision), including but

1 not necessarily limited to proposals such as ICHRAs or creating alternatives to  
2 SHAC student insurance such as a group health plan for GAs.

3 **28.3.2** - In addition, the economic provisions of this Agreement listed above will be frozen  
4 at the levels that were in effect as of June 30, 2024, until either an agreement on revised  
5 economic provisions is reached or the statutory bargaining process is concluded.

6 **28.3.3** - The process and schedule for identifying subjects that either party wants to open  
7 in the economic reopener will be as follows. The GEU will send written notice to the  
8 University no later than February 1, 2024, identifying those contract sections identified in  
9 28.3.1 that it proposes to open and presenting any health care proposal(s) as described  
10 in 28.3.1 that it proposes to negotiate. The University shall send written notice to the GEU  
11 no later than February 15, 2024, identifying those contract sections identified in 28.3.1  
12 that it proposes to open and referencing any health care proposal as described in 28.3.1  
13 that it proposes to negotiate. The Parties will arrange to meet within 30 calendar days of  
14 February 15 (or other agreed date) to discuss the format for reopener bargaining (i.e.,  
15 whether to use an interest-based, traditional, or other bargaining approach) and to confer  
16 regarding the timing and scheduling of reopener bargaining, including any bargaining  
17 concerning the ground rules for the reopener. Negotiation of the economic reopener will  
18 begin no later than March 15, 2024, or on such date thereafter as may be mutually  
19 agreed upon by the Parties.

<u><b>For the University</b></u>	<u><b>For the Association</b></u>
<p data-bbox="227 1060 487 1123"> <small>Shelly Chabon (Oct 10, 2022 22:17 PDT)</small></p> <hr data-bbox="227 1123 787 1127"/> <p data-bbox="227 1134 787 1165">Shelly Chabon, Vice Provost for Academic Personnel</p> <p data-bbox="389 1186 560 1228">10/10/2022</p> <hr data-bbox="292 1228 722 1232"/> <p data-bbox="479 1249 535 1270">Date</p>	<p data-bbox="860 1060 1153 1123"> <small>Cassandra Croft (Oct 12, 2022 09:42 PDT)</small></p> <hr data-bbox="860 1123 1421 1127"/> <p data-bbox="860 1134 1421 1165">Cassandra Croft, Vice President of Collective Bargaining</p> <p data-bbox="1015 1186 1185 1228">10/12/2022</p> <hr data-bbox="925 1228 1356 1232"/> <p data-bbox="1112 1249 1169 1270">Date</p>










# Article 28\_10.11.2022\_TA

Final Audit Report

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