

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

1    **Article 21 - Health and Well-Being**

2    **Section 21.1 - Employee Assistance Program**

3            The University agrees to make its Employee Assistance Program available to GAs.

4    **Section 21.2 - Healthcare Task Force**

5            The University will create a new health care task force. The task force is charged  
6            with exploring the option of the University establishing an Individual Coverage Health  
7            Reimbursement Arrangement (ICHRA) and exploring potential affordable group  
8            coverage alternatives for GAs to the Student Health Insurance Plan. The task force  
9            may choose to explore other programs to provide financial assistance for GAs for  
10           payment of health insurance premiums, which might work to complement or to  
11           substitute for other options.

12           This task force will be composed of 3 representatives of the GEU and 3  
13           administration representatives designated by PSU and shall provide regular updates  
14           at labor management meetings (LMC). The task force will be formed no later than  
15           November 15, 2022, scheduling will begin no later than December 2nd, and the task  
16           force will first meet no later than January 9, 2023.

17           The task force will create a written report that will include a summary of the  
18           information collected concerning the following options: the establishment of an  
19           ICHRA, potential group health plans, and any other programs identified by the task  
20           force to provide financial assistance for payment of health insurance premiums. The  
21           report should include information such as the process of developing the alternative  
22           to the SHAC student health insurance plan, the costs to develop an ICHRA, any  
23           recommended group health plan, and other identified premium assistance programs;  
24           the timelines involved; and other relevant details concerning the future administration  
25           or implementation of any of these options. In addition, in its report the individual  
26           members of the task force will indicate their preference for any options identified for  
27           GEU's and the University's consideration at the labor management committee.  
28           Within 6 months of the task force beginning its work, representatives from the task  
29           force will present the information collected and the identified plans or programs to  
30           the LMC.

31    **21.3 - Graduate Employee Assistance Fund**

32           To complement the various hardship monies already available to graduate  
33           students/employees, the University will provide a Graduate Employee Assistance  
34           Fund as follows:

1 FY - 2022 - 2023 - \$20,000.00

2 In addition, in FY 2023-2024 the University will commit \$80,000 to support the health  
3 and well-being of our graduate assistants; however, the parties agree up to \$10,000  
4 of these funds may be moved to FY 22-2023 to fund consultative services to assist  
5 the work of the Healthcare Task Force. After consultation with the GEU, the  
6 University may direct these funds to address the recommendations of the Health  
7 Care Task Force and/or to supplement the Graduate Employee Assistance Fund.

8 Assistance requests may include, but are not limited to: sudden loss of income;  
9 housing or food insecurity; family crisis or urgent need; unanticipated or catastrophic  
10 losses, and emergency caregiver needs. Members must indicate the amount of  
11 assistance they are requesting. This fund is available to domestic and international  
12 GEU Members. To be eligible, GAs must be currently employed in the term in which  
13 they are seeking assistance.

14 The University and the GEU will develop an application for members to request  
15 funds which will, at a minimum, document the basis for the request and ask the  
16 member to provide information to facilitate payment of the benefit as a payroll item  
17 subject to applicable taxes and withholdings.

18 The University will then develop a process for these funds to be provided to GEU  
19 Members based upon the GEU's identification of members to be benefited.

20 The Human Resources office will process payments to the members as a payroll  
21 item, subject to applicable taxes and withholdings until funds are expended in this  
22 account.

23 Any funds left over at the end of the fiscal year will be rolled over and added to the  
24 following year's fund.

<u>For the University</u>	<u>For the Association</u>
<hr/> <p>Shelly Chabon, Vice Provost for Academic Personnel</p> <hr/> <p>Date</p>	<hr/> <p>Cassandra Croft, Vice President of Collective Bargaining</p> <hr/> <p>Date</p>

Signature:   
Shelly Chabon (Oct 12, 2022 08:34 PDT)

Email: chabonr@pdx.edu

Signature:   
Cassandra Croft (Oct 12, 2022 09:22 PDT)

Email: bargaining@pdxgeu.org











# Article 21\_10.11.2022\_TA

Final Audit Report

2022-10-12

Created:	2022-10-11
By:	Steve Stratman (sps7@pdx.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAycF3XglmY0CuLDpoZKIOw4CUDVJpWREC

## "Article 21\_10.11.2022\_TA" History

-  Document created by Steve Stratman (sps7@pdx.edu)  
2022-10-11 - 7:48:54 PM GMT
-  Document emailed to Shelly Chabon (chabonr@pdx.edu) for signature  
2022-10-11 - 7:50:17 PM GMT
-  Email viewed by Shelly Chabon (chabonr@pdx.edu)  
2022-10-11 - 9:28:33 PM GMT
-  Email viewed by Shelly Chabon (chabonr@pdx.edu)  
2022-10-12 - 3:34:22 PM GMT
-  Document e-signed by Shelly Chabon (chabonr@pdx.edu)  
Signature Date: 2022-10-12 - 3:34:41 PM GMT - Time Source: server
-  Document emailed to bargaining@pdxgeu.org for signature  
2022-10-12 - 3:34:42 PM GMT
-  Email viewed by bargaining@pdxgeu.org  
2022-10-12 - 4:06:42 PM GMT
-  Signer bargaining@pdxgeu.org entered name at signing as Cassandra Croft  
2022-10-12 - 4:22:41 PM GMT
-  Document e-signed by Cassandra Croft (bargaining@pdxgeu.org)  
Signature Date: 2022-10-12 - 4:22:42 PM GMT - Time Source: server
-  Agreement completed.  
2022-10-12 - 4:22:42 PM GMT