

CONTRACT AGREEMENT

HIGHLIGHTS!

- Minimum stipend of **\$47,000** (July 1, 2024) → **\$50,000** (July 1, 2025) → **\$52,000** (July 1, 2026)
- One-time signing bonus of \$1,000 upon ratification
- Guaranteed funding of 4 or 5 years depending on division
- Timely resolution of sexual harassment/Title IX complaints through contract grievance procedure.
- Financial support for international employees' visa fees and 14 days of leave to maintain immigration status. [!]
- Use of progressive discipline, not law enforcement, in cases of mental health crises and drug abuse. [!]
- Free local transit passes for Baltimore and DC. [!]
- Explicit performance standards and just process in discipline and discharge procedures. [!]
- Up to 12 weeks of paid parental leave for parents who give birth. [!]
- Full payment of dependent health insurance premiums, including vision and dental. [!]
- Cash-in-hand subsidy for caregivers of adult dependents and parents. [!]
- The right to peacefully protest without being met with force. [!]

[!] *Historic, never-before-seen wins for a grad union contract.*

AGREEMENT

- This agreement is between TRU-UE Local 197 ("the Union") and the Johns Hopkins University.

RECOGNITION

- The Bargaining Unit covers all graduate students enrolled in University PhD programs who are employed to provide instructional or research services, including teaching assistants, research assistants, and fellows.

UNION SECURITY AND CHECK-OFF

- Union Shop: as a condition of employment, all employees will become and remain dues-paying members insofar as the payment of periodic union dues and initiation fees or equivalent fees is concerned.
- The University will automatically deduct union dues or fees from the paychecks of members in the bargaining unit who authorize payroll deduction of dues or fees.

SCOPE AND MANAGEMENT RIGHTS

- Management retains rights they already have under law and rights that are commonly recognized.
- The University cannot subcontract out bargaining unit employee positions.
- The University recognizes the exclusive right of the Union to represent employees regarding wages and other conditions of employment.

NO STRIKE, NO LOCKOUT

- The University shall not lock out any employees during the term of the agreement.
- The Union shall not engage in, promote, or condone any strike, slowdown, sympathy strike, or stoppage of work of the University or its facilities during the term of the agreement.
- If a worker violates this article, the Union will contact the worker and ask them to stop and the worker may be subject to discipline.

UNION RIGHTS

- The Union can communicate with the bargaining unit via University emails/listservs.
- Union representatives and stewards may access the workplace to conduct union business.
- The Union can reserve and use meeting space on campus at no cost.
- The Union may post notices to University-provided bulletin board spaces at the University.
- Union representatives will be given time to speak and distribute materials at orientations.
- Stewards will be permitted reasonable release time to investigate or process grievances.

DISCIPLINE AND DISCHARGE

- The University shall not discipline or discharge employees for matters arising out of employment, except for **just cause**.
- Employees will be held to **specific expectations for satisfactory work performance** and will not be discharged without written warnings and areas for improvement.
- Academic decisions cannot be used as a form of discipline or retaliation.
- Employees have the right to a union steward in all steps of the discipline/discharge process and may appeal disciplinary decisions through the grievance procedure.

GRIEVANCE AND ARBITRATION PROCEDURE

- A grievance is an allegation that the other party has violated any part of this Agreement.
- The affected party (grievant) may be represented throughout the process by a Union steward/representative.
- If the grievance is not resolved through informal discussion, the Union shall take the following steps through the procedure:
 - **Step 1:** Within 45 days of the grievant being reasonably aware of events leading to the grievance, the Union will submit the written grievance. The appropriate department/program Chair will meet with the grievant and/or Union representative within 10 calendar days and will provide a decision within 10 calendar days of grievance receipt.
 - In cases of sexual harassment or sexual assault, the time limit of the initial filing of the grievance will be extended from 45 days to 1 calendar year.
 - **Step 2:** If unresolved in Step 1, the grievance can be appealed to the Dean of the School within 10 calendar days of receipt of Step 1 decision. A meeting between the Dean and grievant and/or Union representative must be set within 10 days of the receipt of appeal. The Dean must provide a written decision within 10 days of this meeting.
 - **Step 3:** If unresolved in Step 2, the grievance can be appealed to the Provost with the same time limits as in step

2.

- **Step 4:** If the grievance is not resolved at Step 3 or involves a group of workers, the Union may appeal to third party arbitration. Arbitrator decisions are final and binding.
- The University's failure to respond within the above time periods means the Union can proceed to the next step of the grievance process. Time limits may be extended by mutual agreement.

BARGAINING UNIT INFORMATION

- At the start of each semester, the University will provide the Union with directory information (name, email, number, address, etc.) for internal use only: to inform effective outreach of union representatives to union members.
- More detailed employment-related information will only be provided through an employee's signature of a FERPA Release Form.
- The University will maintain a record of each employee's appointment letter to a position covered under this agreement, evaluations, and any related disciplinary actions. Employees may review these records upon request.

WORKLOAD

- **No employee shall be required to perform work for more than 20 hours/week on average.**
- **Teaching appointments are included in the 20 hours of work** that may be assigned under this Section. Academic coursework, exams, and academic research are in addition to this assigned 20 hours of work.
- Hourly assignments will include pay for all time worked, including class time, prep time, lab time, office hours, and mandatory meetings.
- Work obligations should be met *primarily* during regular work hours (weekdays from 8:30 a.m. to 5:00 p.m.) unless mutually agreed to by the employee and their supervisor and documented in writing.

APPOINTMENT DUTIES

- Unless explicitly defined in an appointment letter, work assignments will be more academic and/or professional in nature than administrative.
- Employees will **not be required to perform services outside of the expected duties in their appointment letters**, nor any personal services for other University employees or agents.

APPOINTMENT SECURITY

- Employees with canceled teaching or research appointments will be given specific notices and offered alternative appointments where feasible.
- Employees will continue to receive funding until the end of the term in which cancellation occurred or until a new appointment is available.

APPOINTMENT NOTIFICATION AND REAPPOINTMENT

- The University will send **written appointment letters to all employees with appointments** at least 4 weeks before work assignments begin.
- Appointment letters will detail key elements of required work and related information (e.g. description of duties, expected number of hours, amount of compensation, etc.).

TRAINING/PROFESSIONAL DEVELOPMENT

- The University shall provide necessary or required training to employees at no cost.
- Traveling to approved conferences or taking required exams for degree-related professional licensing will be considered work and will be protected under our reasonable workload limits. Employees may request up to 12 months of professional development leave.

PROFESSIONAL RIGHTS

- Employees may request remote/hybrid work via written request.
- Employees will have the **same intellectual property rights** as University faculty and staff.
- On publications using part or whole of employees' work, **authorship will justly reflect contributions.**
- Employees may earn additional income outside of the University unless prohibited by funding source or other legal restrictions.

INTERNATIONAL EMPLOYEE RIGHTS

- The Office of International Services (OIS) will act in good faith and in a timely fashion in response to employee inquiries and documentation requests. **Good faith efforts will be made to provide substantive responses within 3 business days.**
- The University will make 1 tax prep resource and at least 3 tax workshops available annually.
- The University will act as a sanctuary campus for undocumented employees.
- The University will allow international employees to pursue employment via CPT and OPT without loss of pay or benefits.

NON-DISCRIMINATION, HARASSMENT, AND NO RETALIATION

- Neither the University nor the Union will discriminate against or harass any employee due to membership in stated protected classes.
- There will be no time limit for submitting a sex-based or sexual misconduct/Title IX complaint to the Office of Institutional Equity (OIE).
- Violations of this Article will be processed first through a time-bound OIE process, and can then proceed starting at step 2 of the grievance procedure if a determination is not received in time.
- Retaliation against employees who exercise their rights under this contract or University policy is prohibited.

INCLUSIVE WORK ENVIRONMENT

- Employees may update ID cards with new chosen names/photos up to 5 times at no cost, and former names and pronouns will not be disclosed to anyone without the employee's consent except where required by law.
- University will make efforts to provide free menstrual products in all University-owned restrooms.
- University will provide reasonable break time for employees who are breastfeeding to express breastmilk in a safe, intrusion-free space near their work location. Employees may also access existing breakroom fridge space for storage.
- Routine submission of proof of disability will not be required beyond initial submission, unless the accommodation changes.

TRANSIT

- Employees will have access to shuttles covering current routes. **Shuttles will operate with reasonable wait times.**

- Employees can get fully reimbursed for [MTA All Access College Transit Passes](#) and/or [U-Pass College Student Passes](#) for unlimited use of local transit in Baltimore or DC.

PUBLIC SAFETY

- The University will address mental health crises and related drug use or employee behavior through disciplinary procedures rather than law enforcement when practicable.
- Employees continue to have the right to engage in protests and peaceful demonstrations. **Peaceful gatherings will not be met with force by the University** and recording police activity will generally not be prohibited.
- The University will not surveil employees because of their membership in the bargaining unit.
- The University will notify the Union in advance of policy changes regarding the JHPD.

HEALTH AND SAFETY

- The University will not require employees to work in conditions that pose a threat to their health and safety.
- The workplace must be compliant with relevant safety standards (including OSHA).
- Employees may request workplace safety evaluations, which will be conducted in a timely manner.
- Employees who suffer work-related injuries or illnesses are eligible for worker's compensation.
- The University must provide adequate PPE, first aid/emergency equipment, and safety training.
- Employees who handle hazardous materials may request medical evaluations at no cost to them.

LABOR-MANAGEMENT COMMITTEE

- There will be a Labor Management Committee (LMC) with up to 5 representatives from the Union and University, each. LMC will meet to discuss the implementation of the Agreement and related matters 2 or more times per semester.

HOLIDAYS

- The University cannot reduce the overall number of university holidays.
- Employees are not required to work on holidays when the university is closed.
- Employees do not need to use vacation days or leave on holidays.
- Employees may take up to 4 hours off to vote in an election.
- Religious holidays not recognized at the University or federal level will be accommodated in good faith.

LEAVE

- Employees have at least 15 vacation days per year. Additional time can be given by a supervisor.
- Employees receive **15 sick days per year with an additional 5 days per dependent**.
- Employees receive 5 days of bereavement leave for the passing of immediate and extended family members, and close friends, with 1 additional day for those needing international travel.
- Miscellaneous leaves are provided for jury duty and legal proceedings, leaves of absence, military leave, professional development, and union-related activities.
- International employees may take 14 days leave to maintain immigration status.
- **Parents are eligible for 8 weeks of paid leave following birth or adoption, with an additional 4 weeks for parents who have just given birth.**

BENEFITS

- The University will continue to cover abortion care, in vitro fertilization and other assistive reproductive procedures, COVID-19 PCR testing, and gender-affirming care through the Student Health Benefits Plan.
- The University will discuss enhancements in mental health services with the Union annually, including recruiting and training professionals to address diverse populations and needs.
- All employees will be eligible for need-based relocation assistance of up to \$2000, and up to \$2500 for international workers.
- The University will **pay the cost of the health insurance premiums for eligible dependent children** and

- spouses unable to work in the US, including dental and vision.
- Matriculation fees will be paid by the University.
- Employees will receive child subsidies of \$4,500 per child per year for eligible children under 6 years and \$3,000 per child aged 6-18 years, with a maximum of \$12,000 per family per year.
- Employees with adult dependents will receive subsidies of \$3,000 per dependent per year.
- International students will be eligible to apply to a \$80,000 yearly fund to cover visa renewal fees.

SEVERABILITY

- If some provision of the contract is found to be illegal, that provision will be made void. The rest of the contract will be unaffected.

COMPENSATION

- All bargaining unit employees will be paid \$47,000 effective July 1, 2024, increasing to \$50,000 in 2025, and \$52,000 in 2026, and all bargaining unit members will receive a \$1,000 signing bonus.
- The hourly appointment rate will be \$25/hour, at minimum.
- Minimum 4 years of guaranteed funding for all grad workers in the Bloomberg School of Public Health, the School of Nursing, the School of Advanced International Studies, and the School of Education.
- Minimum 5 years of guaranteed funding for all grad workers in the Whiting School of Engineering, the Krieger School of Arts and Sciences, and the School of Medicine and a commitment to increase fellowship opportunities for a 6th year of funding for workers in the Humanities and Social Sciences.
- Employees with external awards paid through the University will have their compensation increased to the minimum rate during a period of guaranteed funding. There will be no reduction in current pay rates.
- Employees will be paid on designated pay dates. The University will reimburse employees for any incurred charges that are a direct result of late payment from the University.
- Transitional support will be provided for 3 months when an employee needs to switch supervisors during guaranteed funding periods.
- All teaching roles will be financially compensated (including through guaranteed funding) and covered by an appointment letter.
- The University will expand opportunities for a 6th year of funding for workers in the Humanities and Social Sciences.
- Work-related expenses will be paid directly by the University or reimbursed in a timely fashion.

MODIFICATION

- This Agreement cannot be modified or waived except by written agreement between the Union and the University.

TERM OF AGREEMENT

- Defines the length of the agreement.
- This Agreement will be in effect from March 29, 2024 until 11:59 p.m. on June 30, 2027.