


GEO's 2008 Contract Campaign: Status on Strike Platform Issues current as of March 20, 2008

Strike Platform Issue	GEO's Current Proposal	UM's Current Proposal
Wage increase	9% increase for year 1 3% increase for years 2 & 3	3% increase + \$150 "competitive adjustment" for year 1 3% increases for years 2 & 3
Mental health parity	Eliminate cap on number of visits for mental health care	No movement
Wage parity	Salary modifier to bring employees at low fractions up to the same hourly rate as .5 employees	No movement
Low-fraction employee healthcare	Zero-premium healthcare for all low-fraction employees	Zero-premium healthcare for employees at .2 and above
Low-fraction employee tuition waivers	Full tuition waivers for employees at .2 fractions and above 10% increase in tuition waiver for all other fractions	No movement
Child care subsidy amount	Increase subsidy by \$750 for 1 st child Increase subsidy by \$350 for 2 nd & 3 rd child	Increase subsidy by \$100/year for 3 years
Child care subsidy eligibility requirement	Waive the 20-hour weekly spousal work requirement for GSIs whose spouses are excluded from the subsidy because of visas	No movement
Child care subsidy use flexibility	Eliminate limitations on how child care subsidy is spent	No movement
Summer bridge pay	Summer pay: half a month's pay	No movement
Ten-term rule (limit on LSA funding)	Eliminate term limits on employment	No movement
Parental leave	8 weeks paid parental leave	6 weeks paid parental leave

 Indicates agreement reached with the University