Graduate Assistant (GEU-UAW) Summer/Intersession Agreement Frequently Asked Questions

1. **What is the Summer/Intersession Agreement?**
The agreement recognizes that Graduate Assistants (GAs) may be appointed to assignments that occur outside the normal academic year (summer and intersession) and that these appointments are covered by the entire collective bargaining agreement.

2. **What is a typical appointment that falls under this agreement?**
If the appointment meets the definition of a graduate assistantship, or is substantially identical to a graduate assistantship and occurs during the summer or summer months the winter or May intersession, it is covered by the collective bargaining agreement. The University defines Graduate Assistantships as graduate students who provide teaching or research support to the University as part of their academic program. Employment in student labor positions unrelated to a graduate student’s academic program are not covered by the agreement.

3. **When does the agreement become effective?**
Winter Intersession 2016-2017

4. **How do we hire GAs into summer and intersession appointments?**
Appointments that fall under the summer/intersession agreement are administered through the special payroll process administered by Human Resources.

5. **Does the entire collective bargaining agreement cover summer/intersession appointments?**
Yes, summer/intersession are covered by the entire collective bargaining agreement, including, but not limited to the articles pertaining to Workload, Non-Discrimination, Holidays, Leaves of Absence, Discipline and Dismissal, and the Grievance and Arbitration procedure.

6. **What titles are used for hiring GAs into summer and intersession assignments?**
Research Assignments will use the currently existing title of Graduate Student Technician (*Note: Previously, this title was used for any work outside of teaching and was paid hourly*).

Teaching Assignments will use two new titles. If the GA is an instructor-of-record, Graduate Special Payroll Lecturer will be used.

If the GA is not an instructor-of-record, but is appointed to work in an instructional support capacity, Graduate Instructional Specialist will be used.

7. **Are there new offer letter templates that are compliant with this agreement?**
Yes, new offer letters template are available for use and can be found [here](#).
8. **What are the rates of pay for teaching/instructional assignments?**

   *Graduate Special Payroll Lecturers* shall be paid at least the value of the minimum per-credit total for an adjunct instructor during the appointment period. The current minimum adjunct per credit rate is $1556.00.

   *Graduate Instructional Specialists* shall be appointed at a per-credit level commensurate with the nature of the duties performed and paid at least the minimum adjunct per credit rate.

   1 credit – This is the most common level and shall include basic support for a course, including, but not limited to, overseeing a single lab section, overseeing a single discussion section, acting as a grader for a course, or providing basic support to an online course.

   2 credit – This is a less common level and shall include support to a course which exceeds the basic level of support provided at the 1-credit level, including but not limited to, leading a lab section and grading writing for a Q/W course or providing support to an online course whose enrollment cap has been increased significantly from the standard class size.

   3 credit – This is the least common level and shall include support to a course which includes the full range of activities typical of and at the level of an OIR, including, but not limited to, providing support to an online course whose enrollment has been intentionally set at least 15 students higher than the standard class size.

9. **What is the rate of pay for research assignments?**

   *Graduate Student Technicians* will be appointed at the same biweekly stipend rate received during the preceding academic year pursuant to Article 21 of the collective bargaining agreement. Research assignments may be appointed to terms between 2 and 12 weeks. The percentage of appointment may be adjusted depending on the requirements associated with the position and available funding.

   The following calculator on Payroll’s website can be used to determine adjusted biweekly stipends and total allotments for the duration of an appointment: [http://payroll.uconn.edu/PY/for_departments/special_grad_calculator.php](http://payroll.uconn.edu/PY/for_departments/special_grad_calculator.php)

10. **Are GAs appointed to summer/intersession assignments eligible for health insurance?**

    No, GAs are not entitled to subsidized health insurance solely by virtue of an extra-compensatory appointment. If the GA had a Spring assistantship and was already enrolled in the Connecticut Partnership Plan, the health insurance by virtue of the Spring appointment ends on August 31st.

11. **Are GAs appointed to summer/intersession assignments eligible for personal leave days?**

    Yes, personal leave days are subject to the approval of the appropriate faculty member or other supervisor and are prorated based on the duration of the appointment as follows:

    Appointments of at least five (5) weeks shall receive one (1) day of leave during the term of the appointment.

    Appointments of at least twelve (12) weeks shall receive two (2) days of leave during the term of the appointment.