

Below is a brief summary of grad employee life at NYU before, during and after forming a Union. Graduate employees at NYU voted to approve their first contract in early 2002, but the contract terms were retroactive to Fall 2001.

	BEFORE UNIONIZATION (Pre-2001)	RESULTS OF UNIONIZATION (2001-2005)
STIPENDS	Prior to the union campaign, stipend increases were rare and determined unilaterally by NYU. Stipends were \$10,000 per year for most GAs in Arts and Sciences and as low as \$5,100 in the School of the Arts and the School of Education. In response to the organizing, NYU raised A&S stipends to \$13,000.	Minimum salaries increased by at least 38% over the four years of the contract, leading to a minimum of \$18,000 for a PhD student working in the 2004-2005 academic year. Graduate employees at NYU already earning above the minimum received a 15% compound increase over the life of the contract.
TUITION/FEE WAIVERS	Many graduate assistants did not have tuition waivers or fee waivers.	All graduate employees were guaranteed tuition and fee waivers (including standard tuition charges, maintenance of matriculation, sports center membership, activities fees, and registration).
HEALTH BENEFITS	Graduate employees at NYU paid for our own health care. In response to the union campaign, NYU began to pay a portion of healthcare costs for some graduate employees.	NYU agreed to cover 100% of the cost of healthcare coverage for all graduate employees. Outpatient benefits were improved and enhanced beginning in the third year of the contract.
PAID TRAINING	No compensation was provided for teaching-related duties or other required duties performed prior to the semester.	Pre-semester work training paid at \$100/day.
WORKLOAD PROTECTIONS	No guarantee of relief or extra pay for duties before the semester or beyond 20 hours a week.	Additional compensation for employees who work more than an average of 20 hours per week. Class time, preparation, grading, proctoring, training, and advising all counted towards total hours worked.
CHILDCARE SUBSIDIES	No guaranteed child care subsidies.	The childcare fund for graduate students, which NYU initially created in response to GSOC's campaign, was increased by 30% to \$110,000.
OTHER BENEFITS	Existing benefits were not guaranteed.	Any existing benefits not specifically written into the contract were guaranteed to continue.
WORKSPACE AND MATERIALS	Access to teaching and other work materials was discretionary.	Guaranteed reasonable access to workspace, telephones, photocopying and voicemail
SECURITY OF APPOINTMENTS	A graduate assistant appointment could be withdrawn at the last minute with no recourse.	Under the contract, letters of appointment constituted guarantees of employment. If a course or section was cancelled, the university was obligated to provide either an alternative appointment or compensation.
DISPUTE RESOLUTION AND NON-DISCRIMINATION	No neutral, fair dispute resolution process. The only neutral recourse for discrimination or harassment claims was through costly and time-consuming state and federal agencies.	All workplace disputes (including discrimination/harassment) were resolvable by a fair and expedient grievance procedure and, ultimately, appeal to a neutral arbitrator. State and federal agencies can also be utilized for discrimination/harassment claims.