



MEMORANDUM

TO: Deans, Directors, Department Chairs

FROM: Michael Rothstein, Contract Administrator

RE: New Contract with TAA

DATE: May 9, 2006

The new collective bargaining agreement between the Teaching Assistants' Association (TAA) and the State of Wisconsin was signed into law by the Governor on May 5, 2006. The terms and conditions of that Agreement are now in effect. While hard copies of the Agreement will not be available until this summer, the contract will soon be posted on the University's Office of Human Resources web site at <http://www.ohr.wisc.edu/> and on the TAA's web site at <http://www.taa-madison.org/>.

New rates are listed on the **attached wage schedule**. As for retroactive payments, these are outlined in the body of this memo.

TAs and PAs who had an appointment on May 1, 2006, will receive lump sum backpay payments. If those same employees had an appointment on December 1, 2005 as well, they will receive a second lump sum payment. TAs and PAs who were on academic year (C Basis) or calendar year (A Basis) appointments will receive lump sum payments prorated by the appointment level. PAs (including Graders) who were paid at an hourly (H Basis) rate will receive a lump sum of \$20 (not prorated). In addition, TAs and PAs with a May 1, 2006 appointment (excluding Hourly PAs and Graders) will receive additional lump sums of \$156 which will not be prorated by their percentage of appointment. These lump sum amounts will be paid at the same time that the May paychecks are available (approximately June 1).

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For the first time, TAs and PAs will be required to pay a contribution toward their health insurance. Given the part-time nature of graduate assistant appointments, the amount of the contribution is half of the contribution made by academic staff and faculty. For current TAs and PAs who will have an appointment next fall, four deductions will be taken from their May payroll check (payable June 1).

There are also some minor language changes in the new contract. Perhaps the most significant one is the renaming of our “Inexperienced” TAs. Henceforth they will be known as “**Regular**” TAs.

We have added some tougher language to our definition of a Program or Project Assistant. In the Union Recognition section of the agreement (Art. II, Sec. 1), we have added the following sentence: “No graduate student employed to perform these duties (duties of a PA) shall be hired as a student hourly employee.” The result of adding this sentence will be closer scrutiny of department hiring practices when graduate students are employed in a capacity other than in a graduate assistant appointment.

We have added a new negotiating note (Negotiating Note #8, Undergraduate Assistant Title) which limits departments from hiring Undergraduate Assistants and requires the Dean to approve the use of that title in all cases.

There is new language in the contract which makes it clear that student evaluations cannot be the sole method for evaluating Teaching Assistants.

Please share this information with your departmental staff who work with TAs and PAs. Thank you for your assistance.

Attachment

(New Wage Schedule)

xc: Personnel Representatives
Departmental Contacts/Secretaries