

Article	Where PDs and GSWs started	How we won	What we won in our Tentative Agreement
Health and Safety	Multiple cases of GSWs and PDs injured or sickened during lab or field work, cases of retaliation against workers who report unsafe conditions.	Mass turnout to June bargaining session	<b>Right to refuse unsafe work on and off campus</b> without retaliation, access safety materials, and new Health and Safety subcommittee.
Grievance and Arbitration	Workplace issues processed by internal administrative processes with <b>no enforceable timelines and little accountability.</b>		<b>Union grievance process to enforce contractual rights.</b> Guaranteed timelines and right to appeal to independent mediation or arbitration if necessary.
Free Speech and Expression	Caltech admin unilaterally changed free speech policy, threatening union rallies and events.		<b>Unprecedented free speech protections</b> based on CA labor code.
Non-discrimination	No enforceable protections against discrimination, harassment, and abuse: <b>claims subject to opaque Title IX / administrative processes</b> with no right to representation or neutral arbitration.	We Keep Us Safe Rally	<b>Industry-leading protections against discrimination/abusive conduct</b> through a union grievance process including neutral, 3rd-party <b>mediation w/in 90 days</b> and <b>prompt, interim measures</b> to ensure safety.
Accessibility and Accommodations	Unreliable accommodations process, no enforceable timelines and <b>no interim measures.</b>		<b>Reasonable accommodations in a timely manner</b> , right to file a grievance if accommodations are unreasonably denied.
Appointments and Job Expectations	One-year minimum initial appointments for postdocs, inconsistent communication around appointments. No protections against unreasonable job expectations.		<b>Two-year minimum initial appointments for PDs</b> , provision of appointment letters. Right to job expectations commensurate with appointments while maintaining flexibility.
Discipline and Discharge	Abusive PIs can <b>fire workers, or delay graduation</b> unjustly.		<b>Discipline or discharge related to work performance requires just cause</b> , advance notice, protections from retaliation, enforced by grievance process.

Contract Ratification Vote will take place January 28th and 29th online! To learn more visit: [caltechgpu.org/ratification](http://caltechgpu.org/ratification). If ratified this contract will have the strongest protections in any higher education contract!

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Union Security and Recognition	GSWs and PDs have no union, no say in our working conditions, and <b>no means to enforce our workplace rights.</b>	Mass Membership Meeting	GSWs and PDs win an <b>“agency shop”</b> , laying the groundwork for a strong union as we can pool resources together. All GSWs and nearly all PDs, are recognized as part of the bargaining unit— <b>most expansive in private sector.</b>
Support for International Scholars	International workers must pay <b>expensive visa, OPT, and legal fees</b> out of pocket. <b>No guaranteed PTO</b> for immigration proceedings or visa-related travel. <b>No protections for workers</b> who have fallen out of status.		Up to <b>\$500 in reimbursement for visa fees and related expenses.</b> Up to <b>7 days of paid time off (PTO)</b> for visa renewal. Advisors may not withhold <b>H1-B</b> paperwork without cause. Rehiring protections for workers who fall out of visa status for 90 days.
Healthcare	Caltech GSWs pay among the highest insurance premiums of any university.  No means of ensuring quality of healthcare plan is maintained.		Share of GSW medical, dental, and vision premiums paid by Caltech increases to 90% for individuals and 50% for dependents. <b>Saves \$442 for an individual annually and \$794 per dependent</b> annually at the current rates. Contract language to ensure quality of healthcare is maintained and benefits are administered effectively.
Childcare	GSWs eligible for upto \$5,000 from Child Care Assistance Program (CCAP) and \$10,000 from the Parent Support Program, <b>while postdocs were only eligible for upto \$5,000 from CCAP.</b>	Strike Authorization Vote	Enshrine access to CCAP and GSW Parent Support Program.  Establishment of a Postdoc Childcare Hardship Fund for which the institute commits to raising to at least \$125,000 — <b>first fund specific to postdocs.</b>
Wages and Compensation	<b>Before CGPU campaign launched:</b> GSW minimum: <b>\$38,500.</b> Postdoc base: <b>\$64,480</b>  After launch, increase in 2024-25 pay: GSW minimum: <b>\$46,500.</b> Postdoc base: <b>\$70,264</b>  Inconsistent communication and no guaranteed yearly wage increases.		GSW minimum increases to <b>\$48,244 in Fall 2025, and \$50,000 in Fall 2026.</b>  Postdoc base increases to <b>\$72,723 in Fall 2025 and \$75,268 in Fall 2026,</b> with an additional 2% raise for those above base pay.  All unit members receive a <b>ratification bonus of \$800 in May</b> after an April 1st start date. Contract runs through July 14, 2027.