

College of Engineering
New Graduate Student Orientation
Spring 2025

UCONN
COLLEGE OF ENGINEERING

Welcome from



Ji-Cheng 'JC' Zhao, Ph.D.
Dean of College of Engineering



Julia Valla, Ph.D.
Director of Graduate Studies

COE Graduate Council Introduction

Julia Valla, Ph.D.

**Director of Graduate Studies,
Associate Professor, Chemical &
Biomolecular Engineering**



Graduate Directors



Monty Escabi, Ph.D.
Biomedical Engineering



**Alexandra Hain,
Ph.D.**
Civil Engineering



Julian Norato, Ph.D.
School of Mechanical,
Aerospace, and
Manufacturing
Engineering



Helena Silva, Ph.D.
Electrical & Computer
Engineering

Graduate Directors



Tim Vadas, Ph.D.
Environmental
Engineering



Avinash Dongare, Ph.D.
Materials Science &
Engineering



Alexander Russell, Ph.D.
School of Computing



Matthew Stuber, Ph.D.
Chemical & Biomolecular
Engineering

Meet the Graduate Programs Team



Aida Ghiaei

Director of Graduate Recruitment,
Support & Engagement



Fayekah Assanah

Director of Engineering
Education Initiative



Jodie LaRosa

Program Assistant

FIND US IN THE CASTLEMAN BUILDING



Agenda

STUDENT RESOURCES



STUDENT HEALTH AND WELLNESS



NAVIGATING GRAD SCHOOL



GRADUATE STUDENT UNION PRESENTATION

Student Resources

*COE GRADUATE COUNCIL
INTRODUCTION: IOULIA VALLA*

*ENGINEERING TECHNICAL
SERVICES: PETE MENARD*

Graduate Student Resource and
Support: AIDA

CAREER SERVICES : AIDA

*PROFESSIONAL DEVELOPMENT
COURSES: AIDA*

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Engineering Technical Services

Grad Student support offerings

UCONN
COLLEGE OF ENGINEERING

How do i?

- Get lab experiment help?

<https://ets.engr.uconn.edu/innovation-shop/>

- Support designing and building fixtures
 - Electronics support
 - Learn to use the shop equipment
- Get computer tech support?
 - Email to engr-help@uconn.edu
 - Support with lab network setup
 - Solving software issues – install and running
 - Computer hardware support
 - Server support

Experiment or EHS support

- Start a new experiment
 - UConn EHS
 - Chemical waste handling
 - New gas lines
 - Furnace setups
- Facility modifications for lab challenges
 - Get Pete Menard involved pete@uconn.edu
 - Toxic gases
 - Exhaust issues
 - Facility problems (i.e. broken ventilation)
 - Don't know how to manage a problem? Contact Pete..

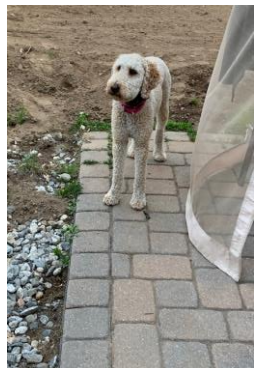
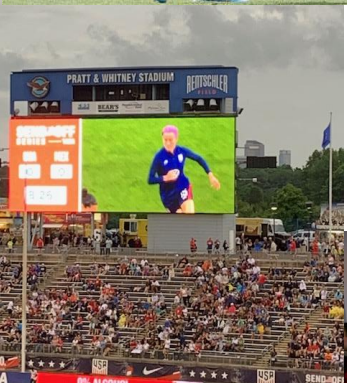
Graduate Student Resource and Support

Aida Ghiaei

**Director of Graduate Recruitment,
Support & Engagement**









#1

Graduate students' Mental health and Wellbeing

Any questions, concerns, issues, I can help

My Door is Always Open (Castleman bldg. 222)

#2

Recruit for Engineering Graduate programs

- **National Engineering Conferences**
- **Colleges in CT, MA, RI, NH**
- **Hold Open houses**
- **Presentation to UConn STEM undergrads**

#3

Professional Skills Development

- **Courses**
- **Workshop**
- **Seminars**
- **Webinars**

#4

**Everything Else that would help
our Graduate Students**

ENGR 5450: *First Year Experience*





**Just Ask Us:
aida@uconn.edu**



Engineering Career Services

UCONN
COLLEGE OF ENGINEERING

Engineering Career Services

Theo Menounos

**Assistant Director, College of
Engineering Career Readiness Lead,
Center for Career Development**



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Professional Development Courses

UCONN
COLLEGE OF ENGINEERING

Professional Development

Fayekah Assanah, Ph.D.

**Assistant Professor in Residence, BME
Director of Engineering Education
Initiatives**



Professional Development Course Contents

ENGR 5450: First Year Experience



- Academic, technical, social, and cultural resources
- Development Plan (IDP)
- Physical and mental health
- Navigate course and research pathway

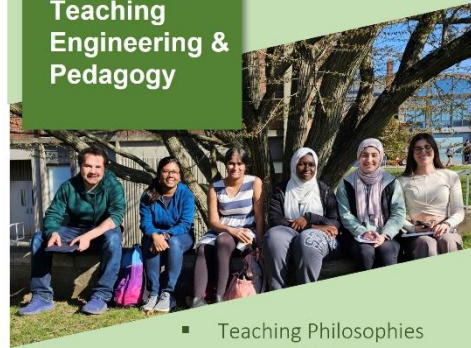


ENGR 5420: Careers in the Industry

Center for
Career
Development

- Resumes
- Cover letter
- LinkedIn Profile
- Interview Preps
- Work permits

ENGR 5430: Teaching Engineering & Pedagogy



- Teaching Philosophies
- Learning Objectives
- Instructional Design
- Student Motivation
- Assessments, Rubrics
- GCCI Approved

ENGR 5410: Scientific Communications



- Story Telling through Data
- Presentations
- Public Speaking
- Poster Presentation
- 3MT Competition
- Dissertation Briefs

Special Topics in Scientific Writing

ENGR5300-012
2 Credits

Who can take the course?

- Second- or third-year graduate students
- Graduate students with experimental work in their research field who have enough data to finalize at least three figures for their scientific manuscript

When?

- Fall 2024
- Thursday 2-4pm
- Susan V. Herbst Hall (SHH) 269

At the end of the course
participants will:

- Write a draft of their manuscript
- Improve their scientific writing skills
- Create healthy writing habits

Registration by permission number only
Contact email below to request permission number
 fayekah.assanah@uconn.edu

Contact: Faye Assanah, Fayekah.Assanah@uconn.edu
Aida Ghiaei, aida@uconn.edu

Professional Development Course Series

- Series of 1-credit courses for all CoE graduate students
- Develop interpersonal and professional skills
- Offered on a rotating basis during Fall and Spring
- No pre-requisites

Fall:

- **ENGR 5410: *Scientific Communication***
- **ENGR 5420: *Engineering Internships and Career in Industry***
- **ENGR 5450: *First-Year Experience***
- **ENGR 5300-012: *Scientific Writing***
- **ENGR 5300-011: *Engineering Practicum***

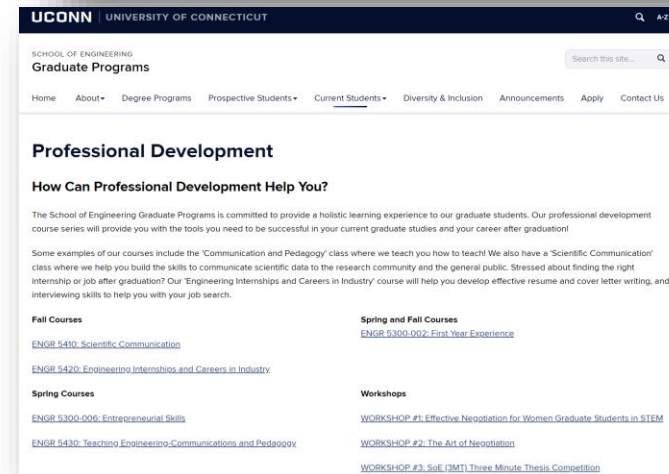
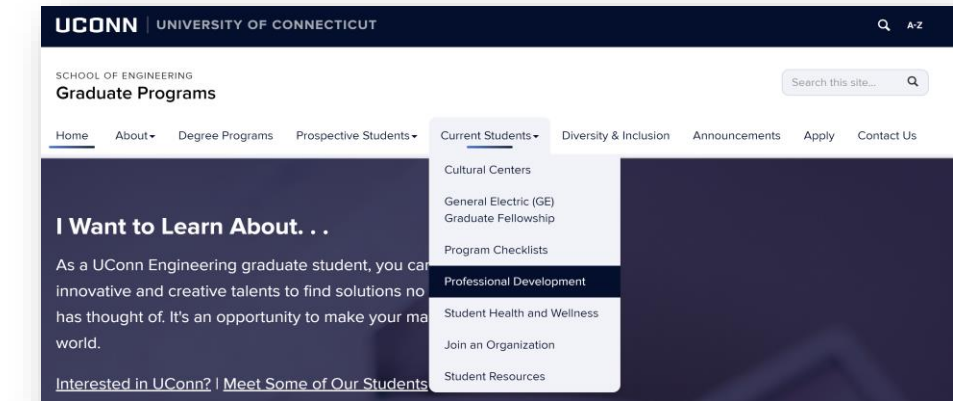
Spring:

- **ENGR 5300-002: *First-Year Experience***
- **ENGR 5430: *Teaching Engineering- Communication and Pedagogy***
- **ENGR 5300-011: *Engineering Practicum***

Workshops:

- ***The Art of Negotiation***
- ***3MT Preparation***

Where to find more information?



Website:



STUDENT RESOURCES

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STUDENT HEALTH AND WELLNESS

NAVIGATING GRAD SCHOOL

GRADUATE STUDENT UNION PRESENTATION



Student Health and Wellness

Creating a Culture of Wellness

UCONN
COLLEGE OF ENGINEERING

Student Health and Wellness' Vision

Cultivate optimal health and lifelong
well-being
for every UConn student

UConn Student Health and Wellness

SHaW Service Lines:



Medical Care

Hilda May Williams Building
234 Glenbrook Road
860-486-4700



Pharmacy



Mental Health

Arjona Building
4th Floor
337 Mansfield Road
860-486-4705



Health Promotion

Wilson Building
South Campus
860-486-9431

Overview of SHaW Services

Medical Care and Pharmacy:

- *Primary Care*
- *Women's Health*
- *Orthopedics and Sports Medicine*
- *Nutrition Services*
- *Sexual Assault Services (SAFE)*
- *Gender Affirming Care*
- *24 Hour Advice Nurse Line*
- *Allergy and Travel Medicine*
- *Pharmacy*
- *Radiology*
- *Overnight Infirmary*

Mental Health:

- *Wellness Resources*
- *Let's Talk*
- *Consultation*
- *Group Therapy*
- *Individual Therapy*
- *Medication Management*
- *Crisis Support*
- *Clinical Case Management*

Health Promotion:

- *Wellness Coalition*
- *Collective Impact Approach*
- *Wellness Framework*
- *UConn Recovery House*

Graduate Student Well-being

- The past ten years have seen mounting evidence that graduate students are facing increasing levels of stress and anxiety.
- According to a recent study involving a survey of 3500 graduate students at twelve public institutions during the COVID-19 pandemic, 67% of survey respondents scored low on well-being factors ([CGS JED Grad-Student-Mental-Health-Report-1.pdf \(cgsnet.org\)](#))

Impact and opportunities

- Overall, rates of self-reported depression and anxiety are six times higher among graduate students compared to those of the general population and higher than their same-aged, college educated peers.
- Positive factors related to lower levels of depressive symptoms, include social support, climate of the department, and optimism about one's career prospects

Positive factors related to graduate student mental health (2020) [Full article: Positive factors related to graduate student mental health \(tandfonline.com\)](https://tandfonline.com)

SHaW Mental Health

Who we are: The right supports at the right time.

Student Health and Wellness Mental Health works closely with University partners to offer a comprehensive range of options to meet students' needs.

Offering students access to a personalized approach that promotes wellbeing and meets their mental health needs by offering

- (1) Rapid access to
- (2) solution focused, student centered approach
- (3) using interventions with proven outcomes
- (4) to meet the diverse needs
- (5) of our students
- (6) throughout their college experience



24 Hour Services

These services are available to students on all UConn campuses











Advice Nurse
860-486-4700



Mental Health Support
Within the U.S., Canada and the Caribbean:
833-308-3040
All other international locations:
+1-984-268-2016



Togetherall
Peer to Peer Support

Tools	Overview	Audience	Access	Time to complete
Self-guided Screening				
	Online screening program that offers a simple, confidential way for students to check on their behavioral health and get connected to campus resources.	Students		Multiple screenings to choose from. Each takes between 3-5 minutes.
Mental Health Support				
	Clinically managed, online anonymous peer to peer community designed to improve mental health	Students		Real time access to support network
	24/7/365 mental health support line 833-308-3040 (U.S., Canada and the Caribbean) Or +1-984-268-2016 for all other international locations	Students		Immediate contact with a licensed practitioner
Mental Health Training				
	Online suicide prevention training program to help recognize and respond to people at risk.	Students, Faculty & Staff		20 minutes

SHaW Mental Health Contact Information

- Phone: 860-486-4705
- Website: <https://studenthealth.uconn.edu/>
- Social Media: @uconnstudenthealth (*Instagram*)



Be well.

Feel well.

Do well.

UConn

STUDENT HEALTH
AND WELLNESS

Questions?

UConn | UNIVERSITY OF
CONNECTICUT

STUDENT HEALTH AND WELLNESS

Be well. Feel well. Do well.

STUDENT RESOURCES

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STUDENT HEALTH AND WELLNESS

NAVIGATING GRAD SCHOOL

GRADUATE STUDENT UNION PRESENTATION

Navigating Grad School

MANAGING MULTIPLE
ROLLS AS A GRADUATE
STUDENT-IOULIA VALLA



*STUDENT HANDBOOK
AND ROUNDTABLE
DISCUSSION*



*INTRODUCTION TO
STUDENT GROUPS*



Multiple roles of graduate students

- Acknowledge All Your Roles
- Set Realistic Expectations
- Time Management and Boundaries
- Prioritize and Be Flexible
- Integrate Roles When Possible
- Self-Care and Personal Time
- Seek Support
- Stay Organized and Efficient
- Embrace Imperfection





Graduate Student Leaders





Welcome
To

Student Association of Graduate Engineers (SAGE)

UCONN
COLLEGE OF ENGINEERING



Who are we?

An organization for the graduate students of all engineering programs

What do we do?

Host workshops, social events, & professional development programs

What are the benefits of SAGE membership?

We help students to develop professional skills, connect with professional networks, engage in fun-activities with peers and much more!

Follow us on Instagram or use QR code to join our mailing list for the updates of future events!

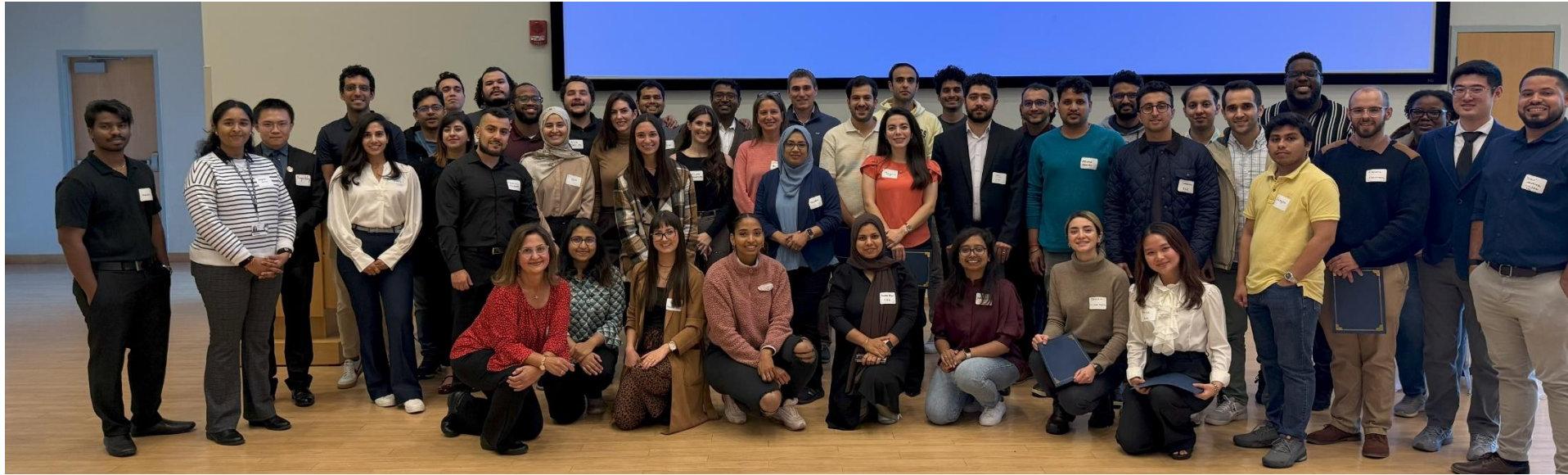


@sage_uconn

SAGE Activities



John Lof Leadership Academy (JLLA)



Panel Discussion with Engineering Department Heads event for JLLA members to learn more about a career in academia
May 8, 2024



Panel Discussion at the "Promoting Diversity and Inclusion in Leadership Roles" workshop
Oct 28, 2024



Speaker, Dr. Jonelle Reynolds at the "Addressing Unconscious Bias in Decision Making" workshop
Nov 12, 2024



Hands-on group workshop activity – role play scenarios in leadership positions
Nov 12, 2024



BlackSTEM

President/Adanma Akoma
Vice President / Hamida Nadoya
Secretary / Wilfred Elliam
Treasurer / Nana Adutwum
Broader Impact Chair / Nana Adutwum
Intellectual Merit Chair / John Ajayi
Research Relief Chair / Richard Afatsao
Professional Presence Chair / Oluwafemi Sanumi

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BlackSTEM

Who We Are!

The BlackSTEM organization was established in 2020 (formerly known as the graduate chapter for the National Society of Black Engineers at UConn). In essence, we align ourselves with the core values inspired by NSBE, however, we aim to magnify the voices of all Black scholars throughout the African diaspora who are not only engineers but are within all STEM disciplines.

“Come one, come all Black grad students in STEM!
This place is for you!”

What We Do!

Through collaboration and sponsorship, we are equipped to execute initiatives that speak to the needs of BlackSTEM students at UConn.

Professional Presence



Broader Impact

Intellectual Merit



Research Relief



What We Gain!



Graduate Society of Women Engineers

Who We Are

We aim to empower graduate women engineers and in STEM to find an inclusive community, develop their career and research academic skills, and achieve their full potential. We celebrate the intersectionality of all our individual identities to bring a sense of belonging and advocacy in our respective fields.



Upcoming Events

Game and Karaoke Night	January
Monthly Coffee Hours	Starting in February
Research Com Workshop	February
Facilitated Inclusion Discussion	March
<u>GradSWE</u> Cookout	April

Connect with Us!

UContact



WhatsApp



uconnswegrad@gmail.com

Instagram: @gradswe_uconn



GRADUATE SOCIETY OF HISPANIC PROFESSIONAL ENGINEERS

Who We Are

Established in 2021, the Graduate Society of Hispanic Professional Engineers at the University of Connecticut is a community of graduate students who came together to embrace identity, culture, and professional development. We welcome all individuals who identify as Hispanic or are interested in the advancement of Hispanics in STEM fields.



What We Do


- Social events
- Professional development
- Outreach
- Mentorship program with SHPE undergraduates
- Collaborations with other graduate organizations



Our Mission

"SHPE changes lives by empowering the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support, and development."

Follow us on Instagram: [Uconngrad_shpe](https://www.instagram.com/Uconngrad_shpe)



ITE - UConn
Student
Chapter



Officer Introduction

- President: Quinn Packer
- Vice President: Haimanti Bala
- Treasurer: Syed Islam
- Secretary: Prakash Ranjan
- Advisor: Anshu Bamney



STUDENT RESOURCES

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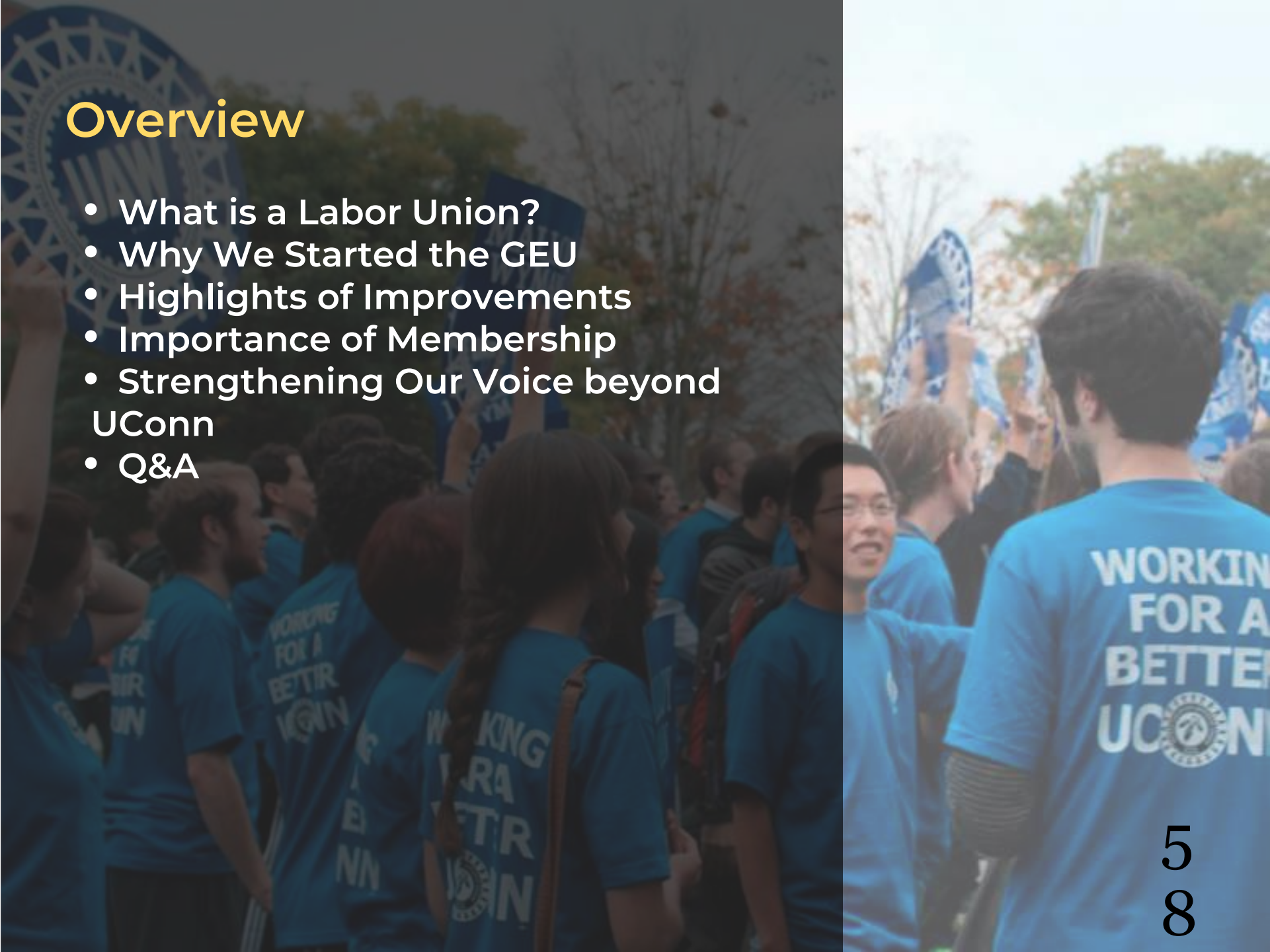
**Graduate Employee and
Postdoc Union**
GEU-UAW Local 6950

Improving the Graduate Worker and
Postdoc Experience at UConn

uconngradunion.org
uconngradunion@gmail.com

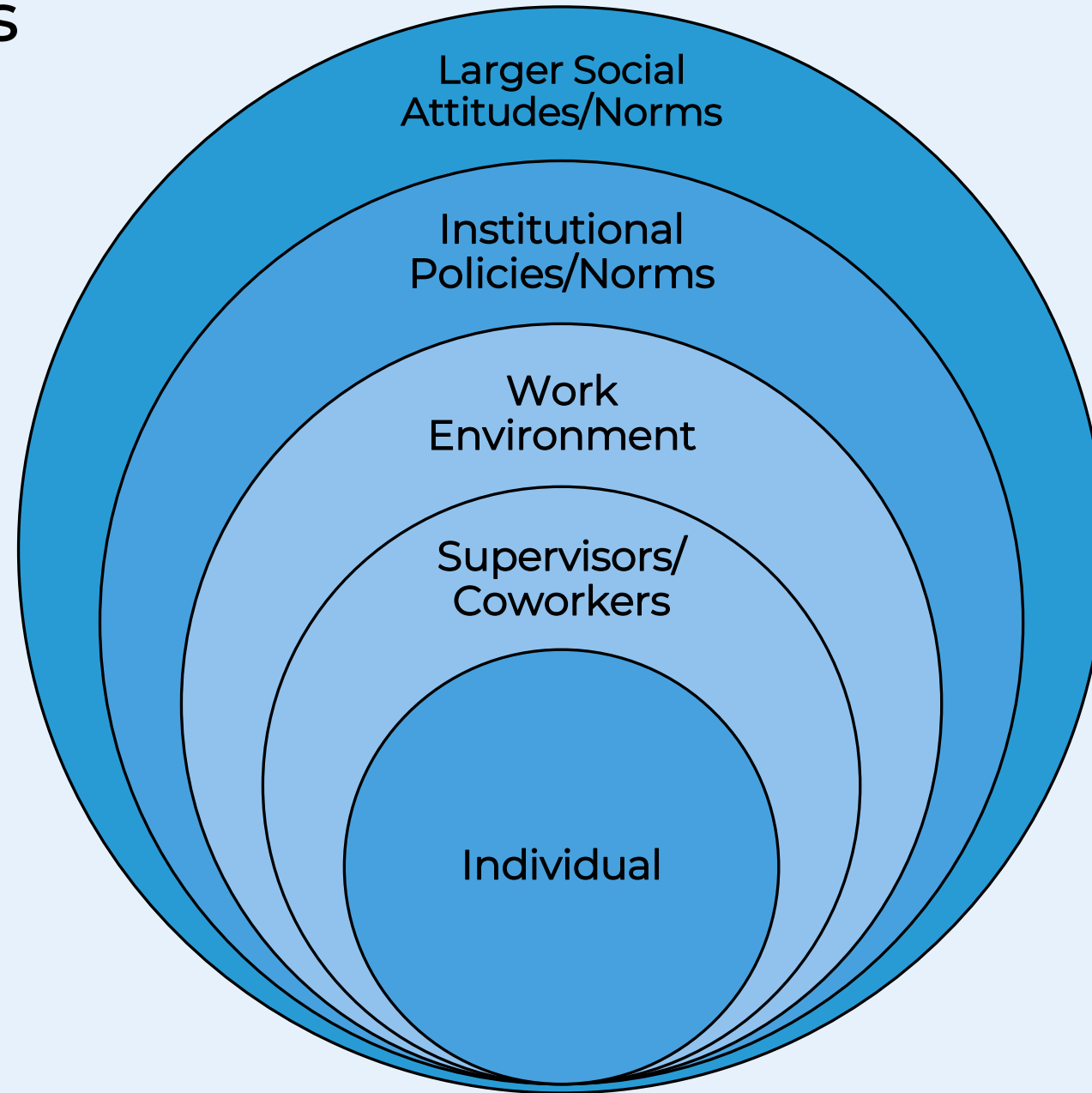
Overview

- What is a Labor Union?
- Why We Started the GEU
- Highlights of Improvements
- Importance of Membership
- Strengthening Our Voice beyond UConn
- Q&A

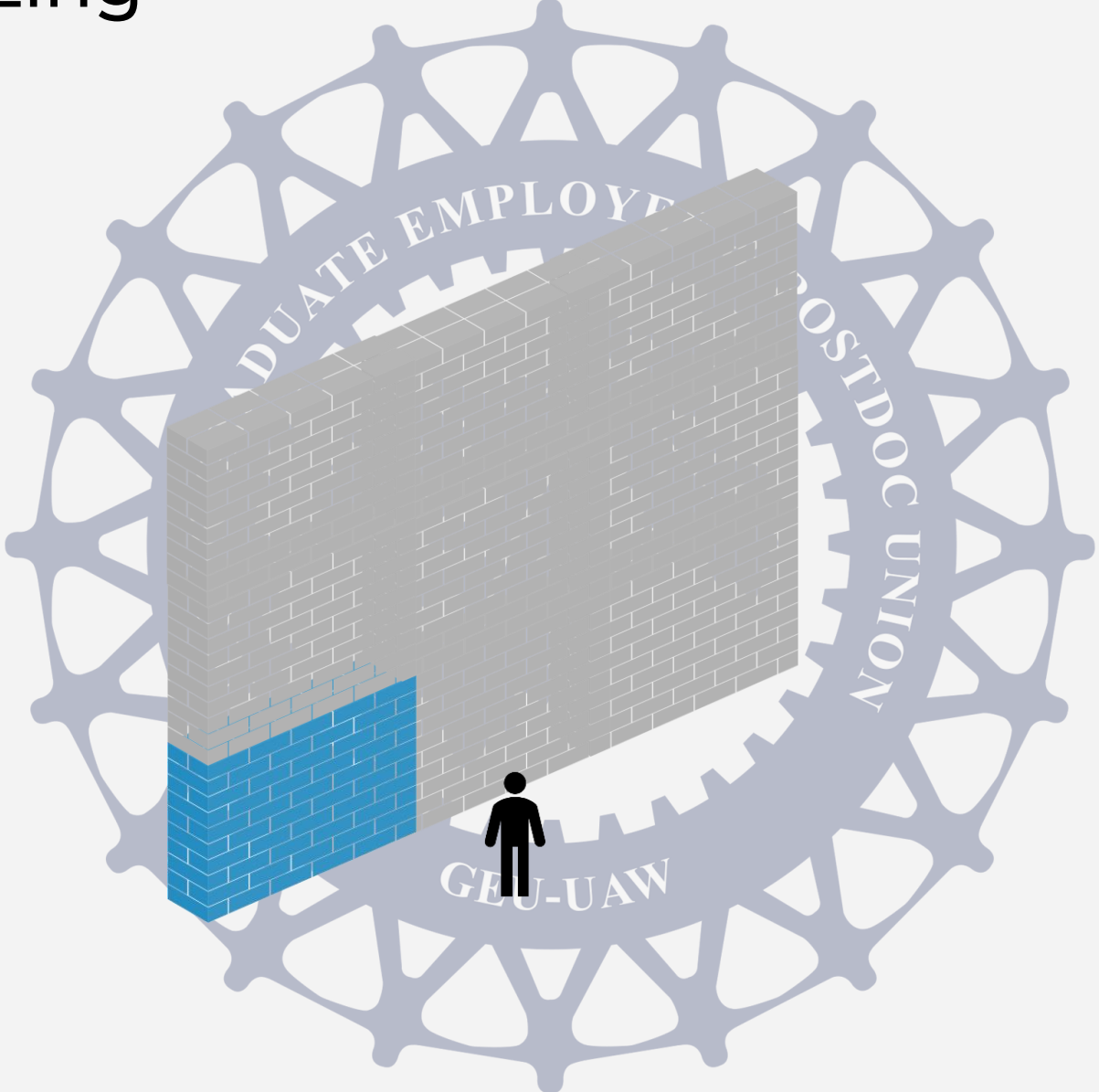


What is a labor union and what does a labor union do?

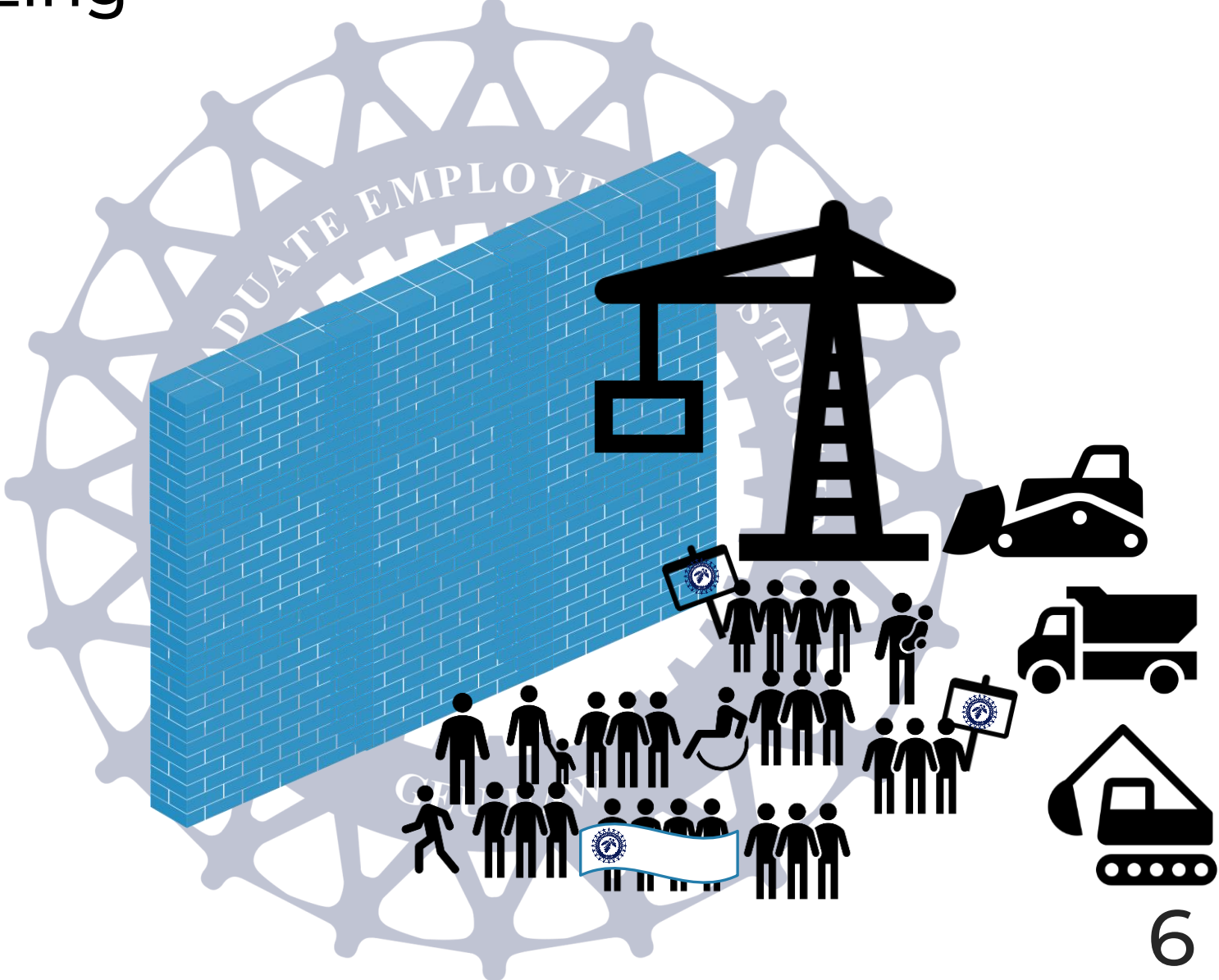
Addressing Systemic Challenges



Organizing



Organizing



Creating Collective Power

A Strong
Contract

Enforcing our
Contract

Supporting &
Engaging
Members

Advocating at
the Local &
State Levels

6

3

Organizing



A Spring 2023 coffee hour at Fairfield Way (feat. Jonathan the Husky!)

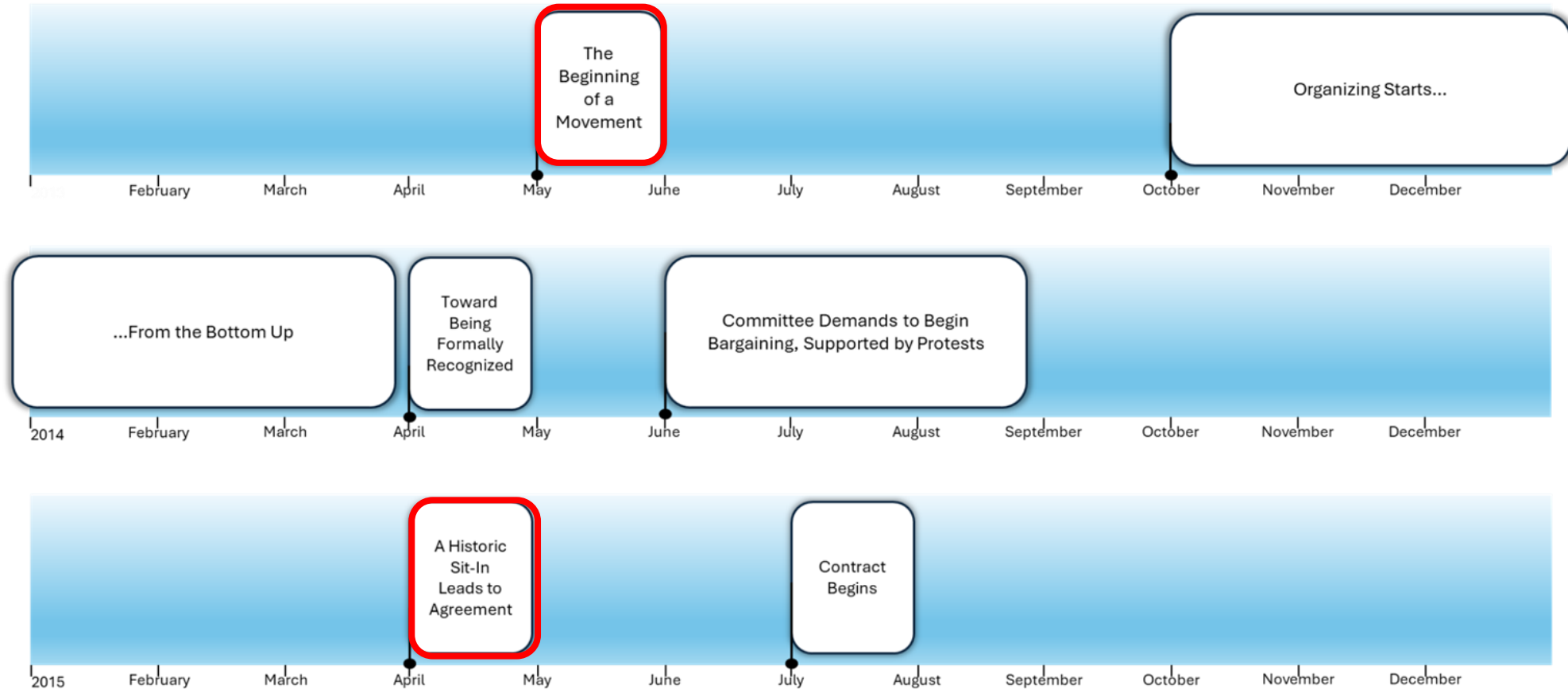


GEU members at a solidarity march for striking UAW workers in Spring 2024



GEU leaders and members at Spring 2022 work-in

Why we started the GEU

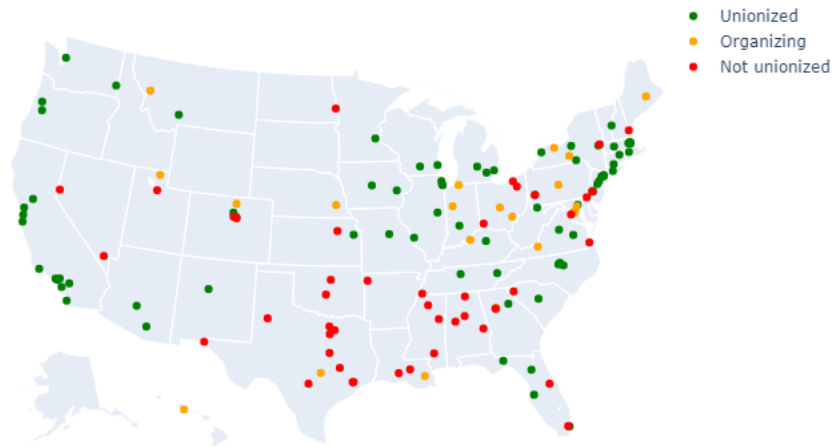


See <https://www.uconngradunion.org/about-us.html> for detailed history

Part of a Movement

Graduate Worker Unionization is Booming Across the Country

US Graduate Student Unions in 2023



The number of unionized grad workers has risen 44% over the past two decades, winning higher stipends, better benefits, and more protections

UAW grad workers at the University of California



University of Maine grad workers recently unionized



Improvements: Enhancing Our Standard of Living

Issue	Without Union	With Union
Stipends	1.4% Avg increase	2%-4% increase per year
Fee Waivers	No waiver	\$1,702 (domestic) \$2,402 (international)
International Visa Fee	\$700	Fully waived
Health Insurance Coverage/ Premiums	Removed from state employee insurance, escalating out-of-pocket costs, deteriorating coverage	Access to state employee insurance with MUCH better coverage, and lower copay/prescription costs
Childcare Subsidies	No childcare subsidy	\$225,000 per year
Parking and Transit	Nightmarish parking situation	Access to Area 2 Employee parking at reduced price

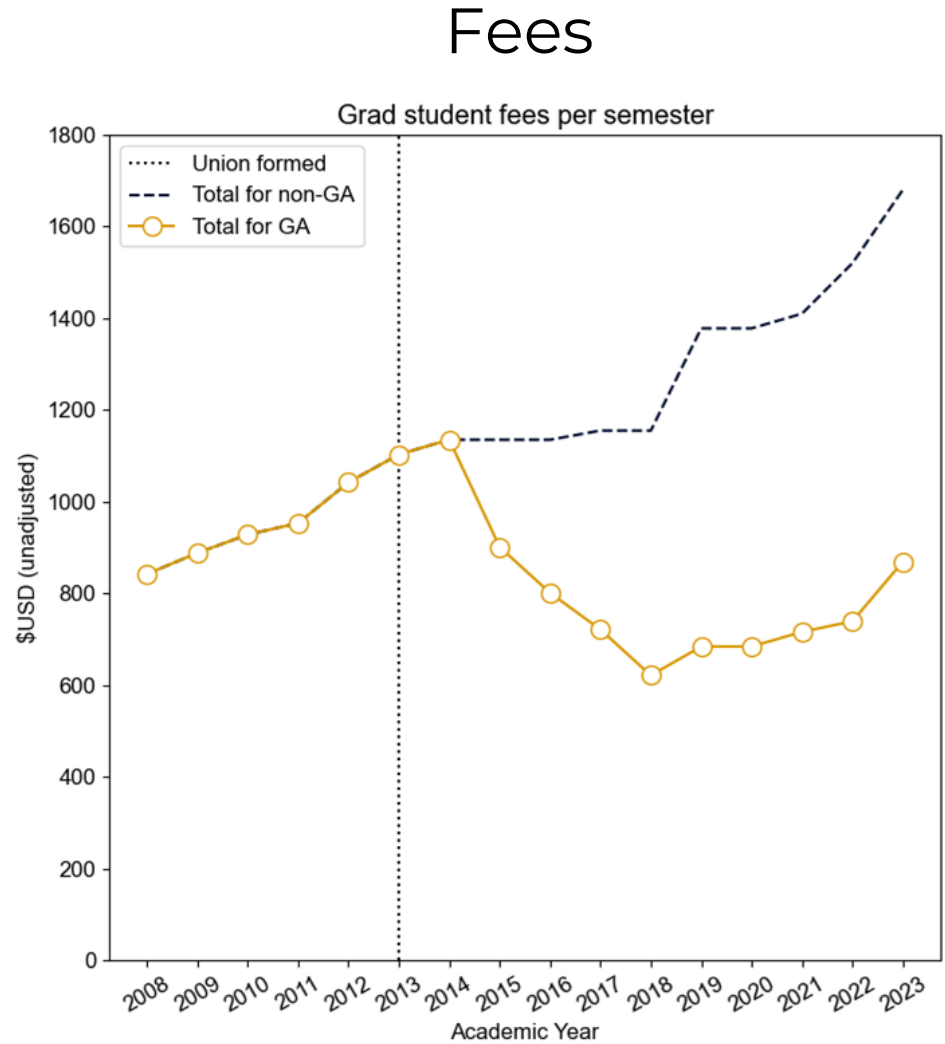
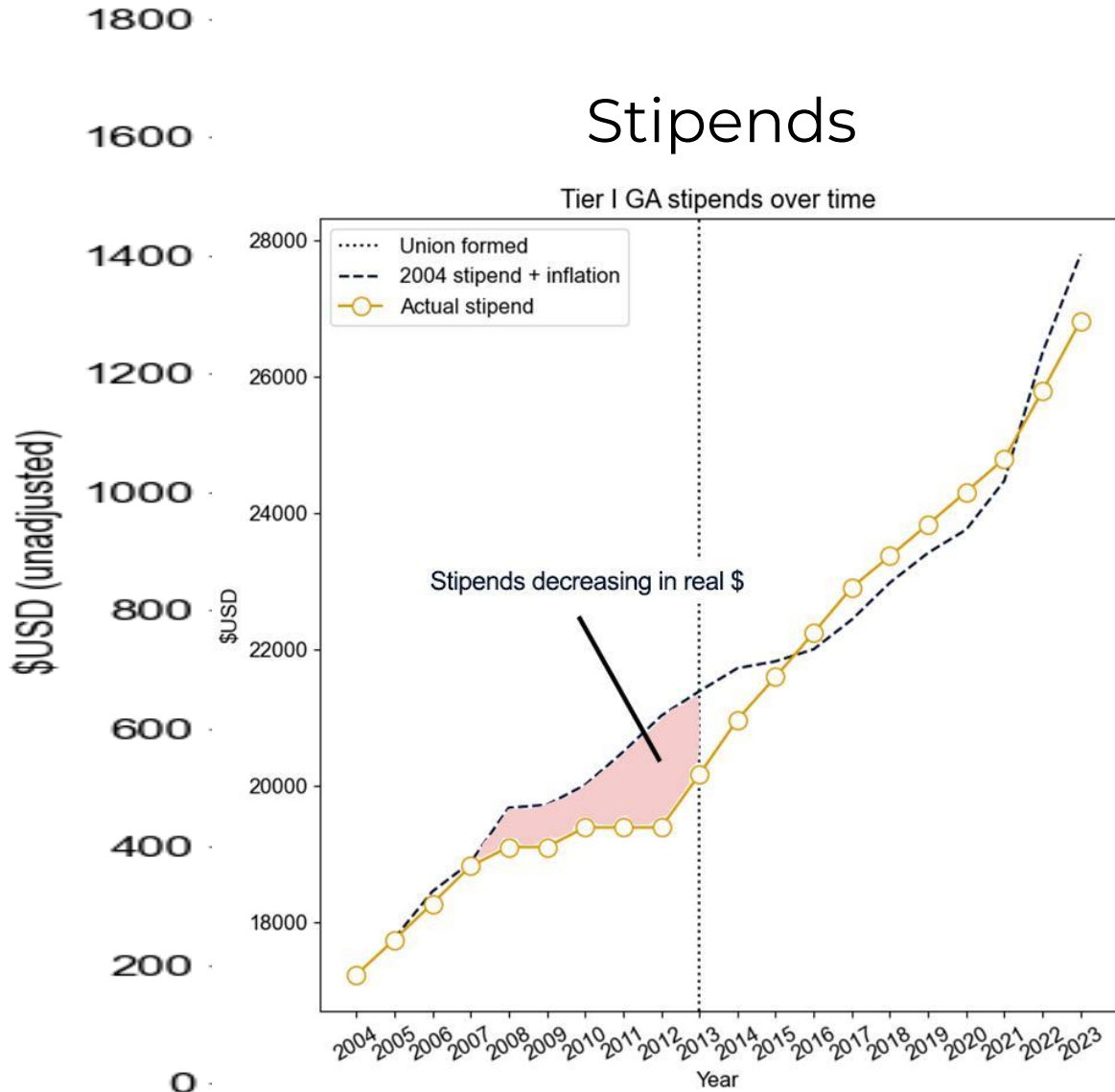
Improvements: Expanding Our Rights as GAs

Issue	Before Union	After Union
Dispute Resolution and Non-Discrimination	No neutral, fair dispute resolution process to address grievances	Fair grievance procedure up to neutral party arbitration
Discipline and Dismissal	The university could fire a GA at will	The university must prove just cause
Appointment Security	GA appointments could be withdrawn after being offered	Contractually-guaranteed appointment security
Description of Duties	GAs could be asked to do tasks outside their GA work	Description of duties doc tells you exactly what to expect

Improvements: Expanding Our Rights as GAs (cont.)

Issue	Before Union	After Union
International Student Workers Rights	No unified collective voice to advocate on behalf of international students	Collective voice at state and federal level More OPT time Waived Visa Fee
Family and Parental Leave	No enforceable family and parental leave policy	6-8 weeks for birth parent 3 weeks for non birth parent or adoption
Gender Discrimination and Harassment	No advocate on behalf of victims	Advocate and fair procedure up to 3 rd party arbitration + state and federal channels
Time Off	No guaranteed time off	20 days of guaranteed time off per academic year

The Value of a Union



Example Biweekly Pay Stub

20-hr GA appointment (2023)
*exact numbers may vary

Job Title: UCONN GRADUATE ASST
Pay Rate: \$1,423.77 Biweekly

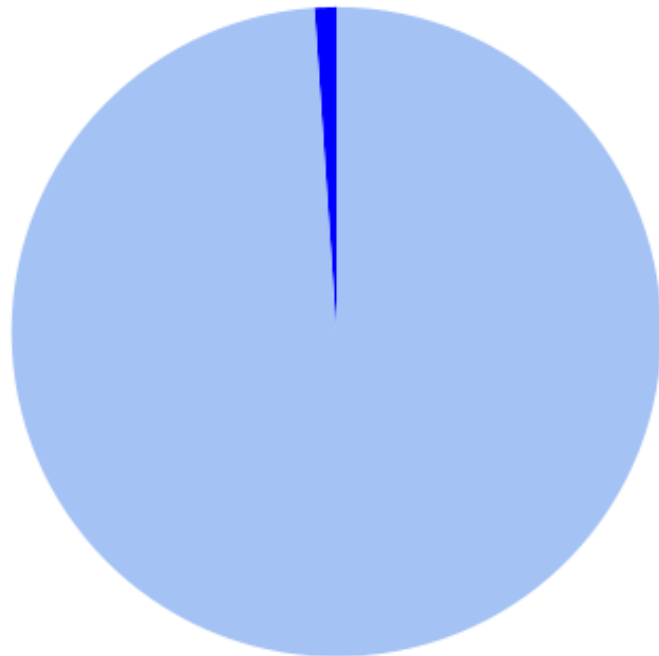
HOURS AND EARNINGS	
Regular Pay	1,423.77
Student Rec Ctr Relief Payment *once a semester	200.00
Total:	1,623.77

AFTER-TAX DEDUCTIONS	
UCGR6950 TuitionUCON *biweekly	17.25
	205.80
Total:	223.05

TAXES	
Fed Withholdng	112.77
CT Withholdng	110.14
Total:	222.91

Example Biweekly Pay Stub

Job Title: UCONN GRADUATE ASST
Pay Rate: \$1,423.77 Biweekly



● Gross Pay ● GEU Dues

AFTER-TAX DEDUCTIONS

UCGR6950	17.25
TuitionUCON	205.80
*biweekly	
Total:	223.05

3% increase in stipend for 2025-26
(\$1,466.50 biweekly for 20-hour Level 1 GA)

**Future stipend increases will depend on
our next collective bargaining agreement!**

Enforcing Our Rights

We are here to make sure all of your rights are respected. Whether informally or formally through a grievance, we've helped GAs resolve issues related to:

Late pay & wrong pay

Maternity leave

Harassment & discrimination

Bullying

Discipline

Appointment security & notification

Fees

Leaves of absence

Appointment notification

Time off

Health insurance

Workload

73



If any of your rights as a GA are being violated, contact us!

The Importance and Power of Union Membership

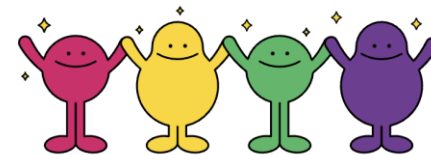
Majority membership makes our union strong



Majority membership makes our union more democratic



Community and solidarity



Discounts on things like pet insurance, car rentals, etc. through UnionPlus

POLITICAL ACTION BEYOND UCONN: VCAP

Voluntary Contributions for UAW V-CAP

Political action played a key role in establishing our Union and securing a strong first contract for GAs at UConn. Our political voice will continue to have a critical effect on state and federal decisions regarding UConn's teaching and research budgets, which impact our daily lives as graduate assistants. By participating in the V-CAP program, I add my voice to support pro-worker and pro-education candidates and policies and to ensure our priorities are represented in our government.

Subject to the terms of the collective bargaining agreement, I hereby authorize the University of Connecticut to withhold each pay period from my earnings, **UAW Voluntary Community Action Program (V-CAP)** deductions in the following amount and to remit such contribution to UAW V-CAP in the manner agreed upon between the University and the Union at any time while this authorization is in effect.

(Applies to VCAP only): Are you legally allowed to make political contributions in the U.S.? Yes No

If you selected "No" to the previous question, you cannot contribute to VCAP. Please do not select an amount below.

(Check an amount)

\$2.50

\$5.00

\$12.50 (Directors Club)

Other \$ _____

This authorization is voluntarily made. I understand that the signing of this authorization and the making of payments to UAW V-CAP are not conditions of membership in the Union or of employment with the University of Connecticut, that I have the right to refuse to sign this authorization and contribute to UAW V-CAP without any reprisal, and that UAW V-CAP will use the money it receives to make political contributions and expenditures in connection with federal, state and local elections, that all UAW members may be eligible for V-CAP raffle drawings, regardless of whether they make a contribution to UAW V-CAP, and that monies contributed to UAW V-CAP constitute a voluntary contribution to a joint fundraising effort by the UAW and the AFL-CIO. This authorization shall remain in full force and effect until revoked in writing by me.

I also understand that the guidelines for contributions to UAW V-CAP set forth above are merely suggestions, that I can contribute more or less than the guidelines suggest, and that the Union will not favor or disadvantage me based on the amount of my contribution or my decision not to contribute.

Contributions or gifts to UAW V-CAP are not deductible as charitable contributions for federal tax purposes. All UAW members may be eligible for related raffle drawings, regardless of whether they make a contribution. UAW V-CAP is an independent political committee created by the UAW. This committee does not ask for or accept authorization from any candidate and no candidate is responsible for its activities.

Print Name

Signature

Date



If you can't vote or make political contributions in the U.S. (for example, if you are an international student), you can't contribute to VCAP. Leave that section blank!

GET INVOLVED!

- Attend Monthly General Membership Meetings (in-person and virtual)
- Join the Organizing Committee, Social Justice Committee, Grievance Committee, or International GA & Postdoc Committee
- Become a leader or a steward!
- Participate in events and organize with us!

Be part of a community.



IMPORTANT REMINDERS!

- Sign up for health insurance
- Sign up for payroll deduction for fee bills
- Parking/UPass
- Workload and Supplemental Description of Duties
- Health and safety measures
- Make sure your fee bill reflects the tuition and fee waivers (<https://bursar.uconn.edu/tuition-fees/graduate/2024-2025/>)
- Childcare reimbursement happens towards the end of every semester – make sure you're getting our emails!



NEW GA
ONBOARDING
SITE





uconngradunion.org



uconngradunion@gmail.com



GEU-UAW UConn Graduate
Employee and Postdoc Union



@uconngeu



@geuuaw

Questions?

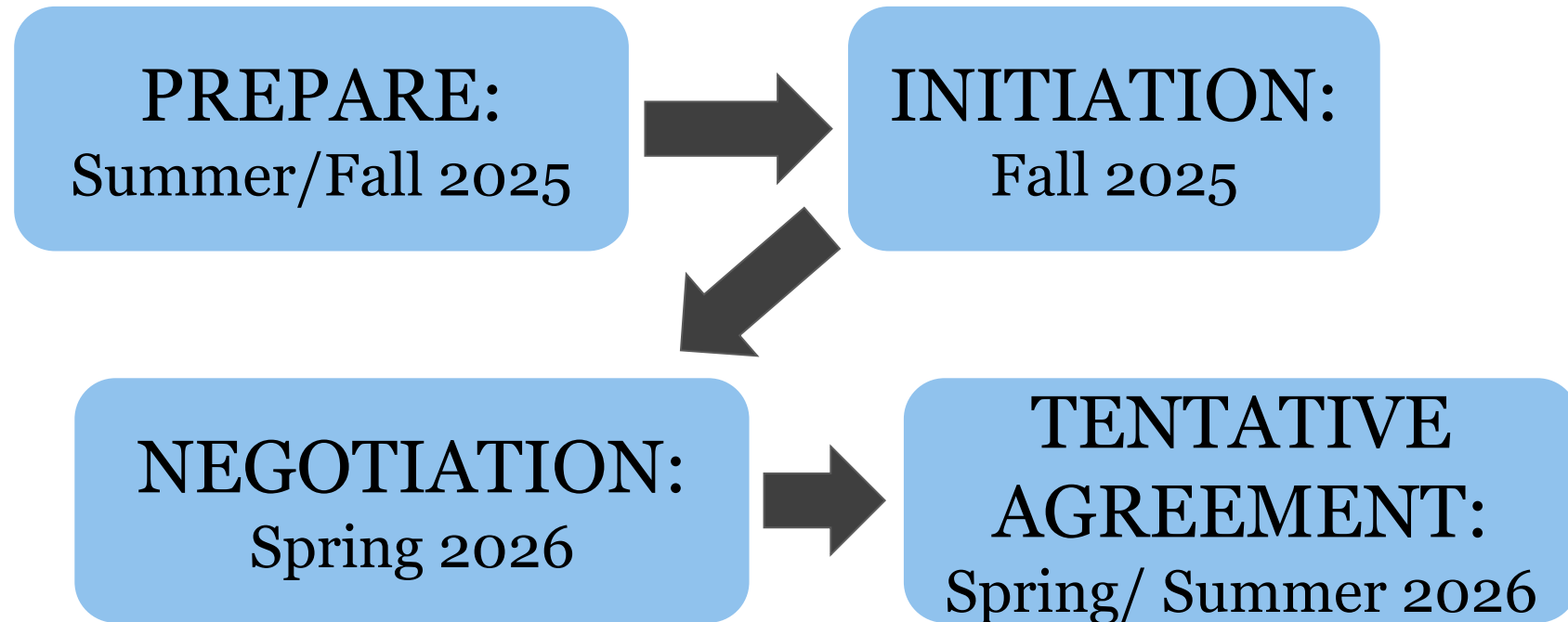
End Slideshow



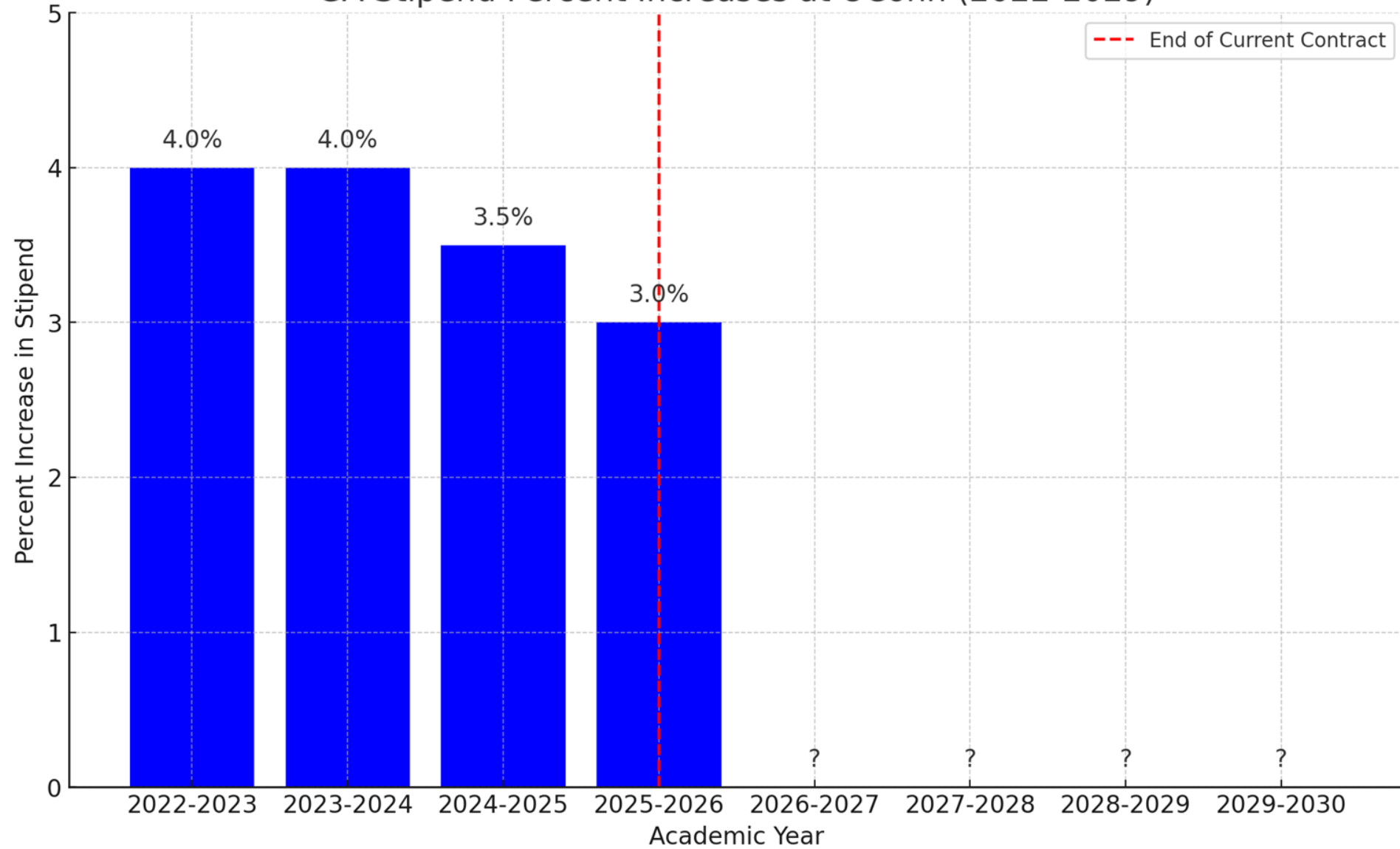
**Our Rights as Workers
are All Connected:
Join Us as a Member of
the GEU!**

What is Collective Bargaining?

Collective bargaining is the process of a group of people working together through a union to use their combined power to negotiate a labor contract that determines various terms of employment.



GA Stipend Percent Increases at UConn (2022-2029)





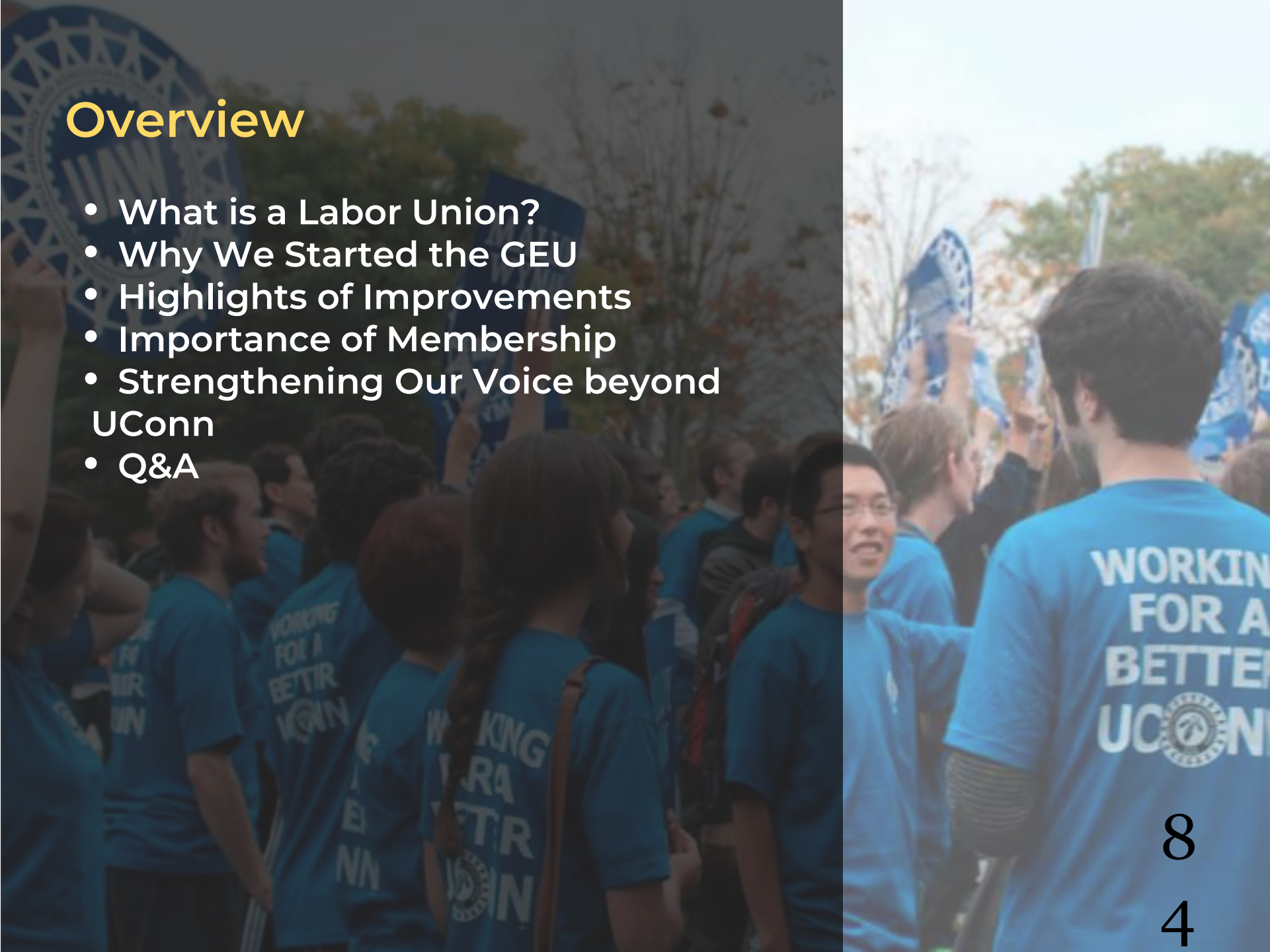
**Graduate Employee and
Postdoc Union**
GEU-UAW Local 6950

Improving the Graduate Worker and
Postdoc Experience at UConn

uconngradunion.org
uconngradunion@gmail.com

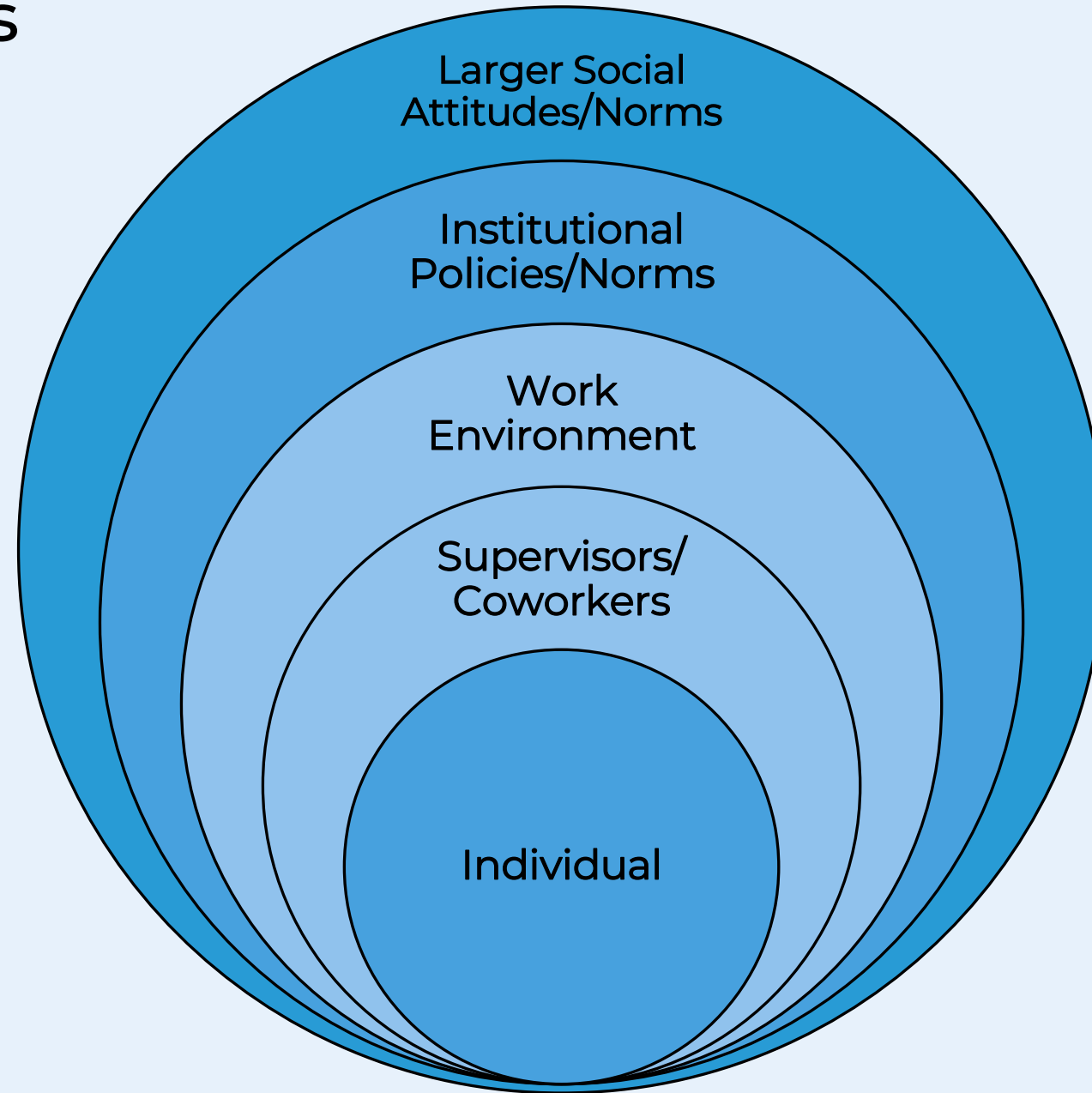
Overview

- What is a Labor Union?
- Why We Started the GEU
- Highlights of Improvements
- Importance of Membership
- Strengthening Our Voice beyond UConn
- Q&A

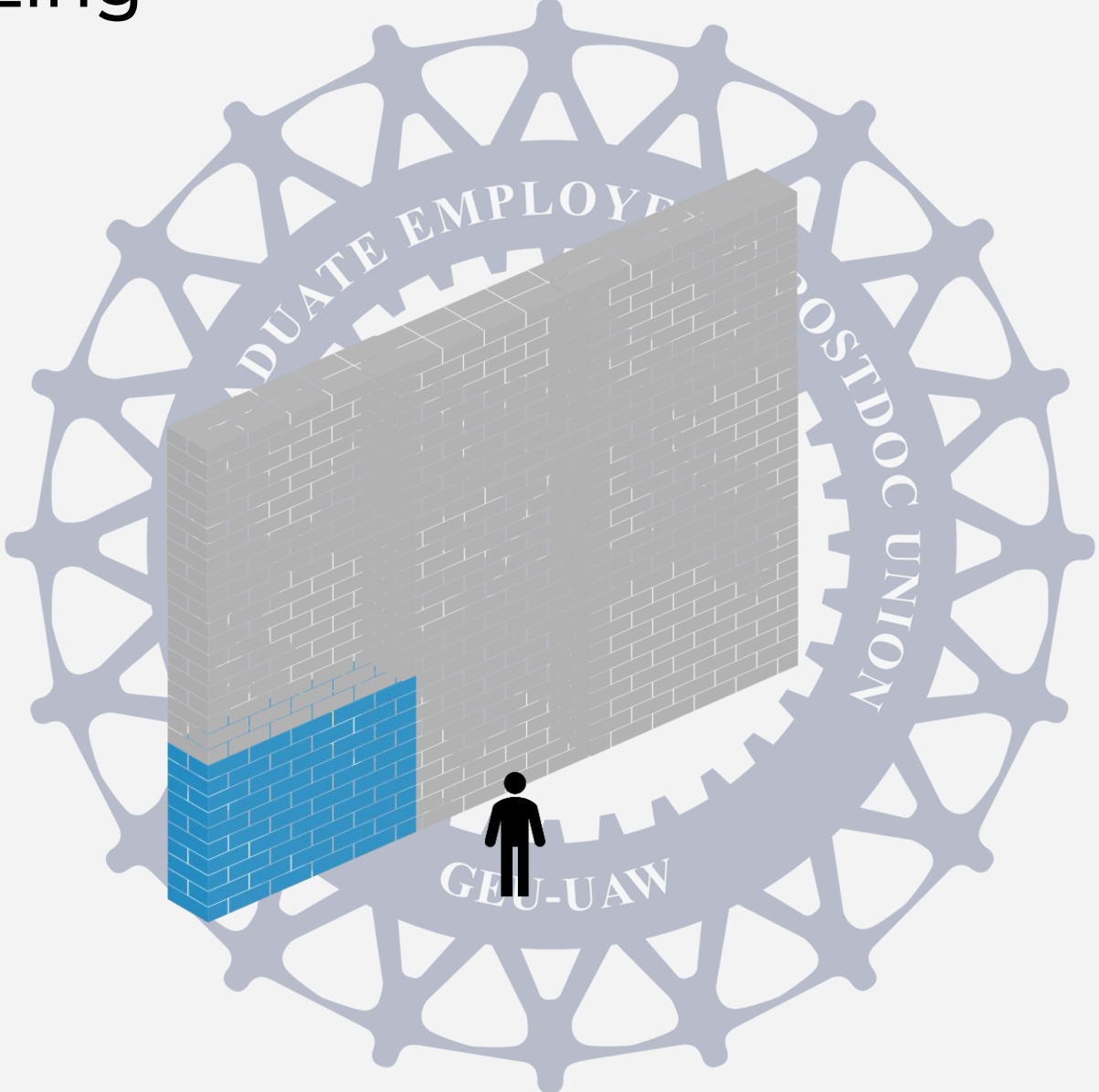


What is a labor union and what does a labor union do?

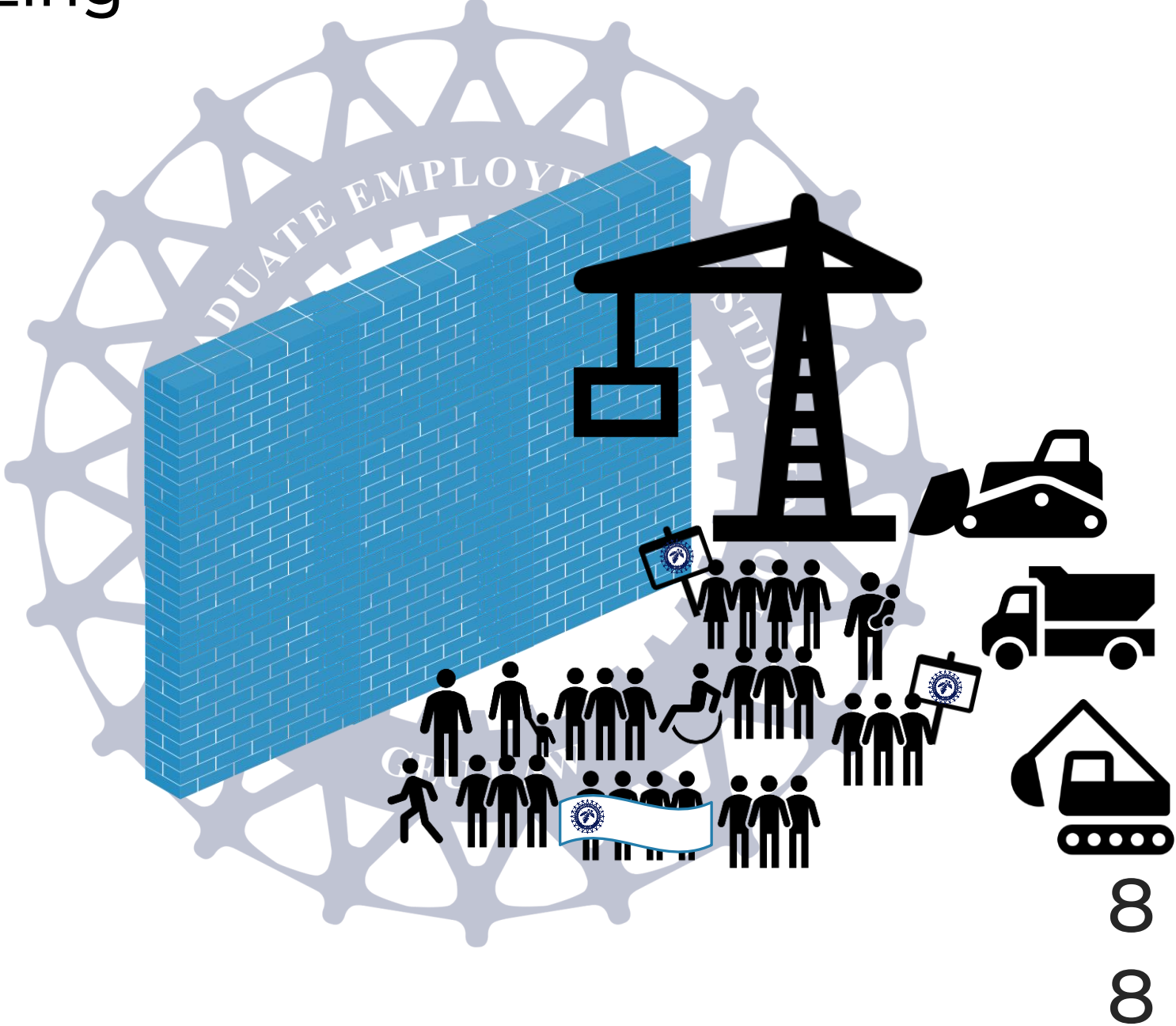
Addressing Systemic Challenges



Organizing



Organizing



Creating Collective Power

A Strong
Contract

Enforcing our
Contract

Supporting &
Engaging
Members

Advocating at
the Local &
State Levels

Organizing



A Spring 2023 coffee hour at Fairfield Way (feat. Jonathan the Husky!)

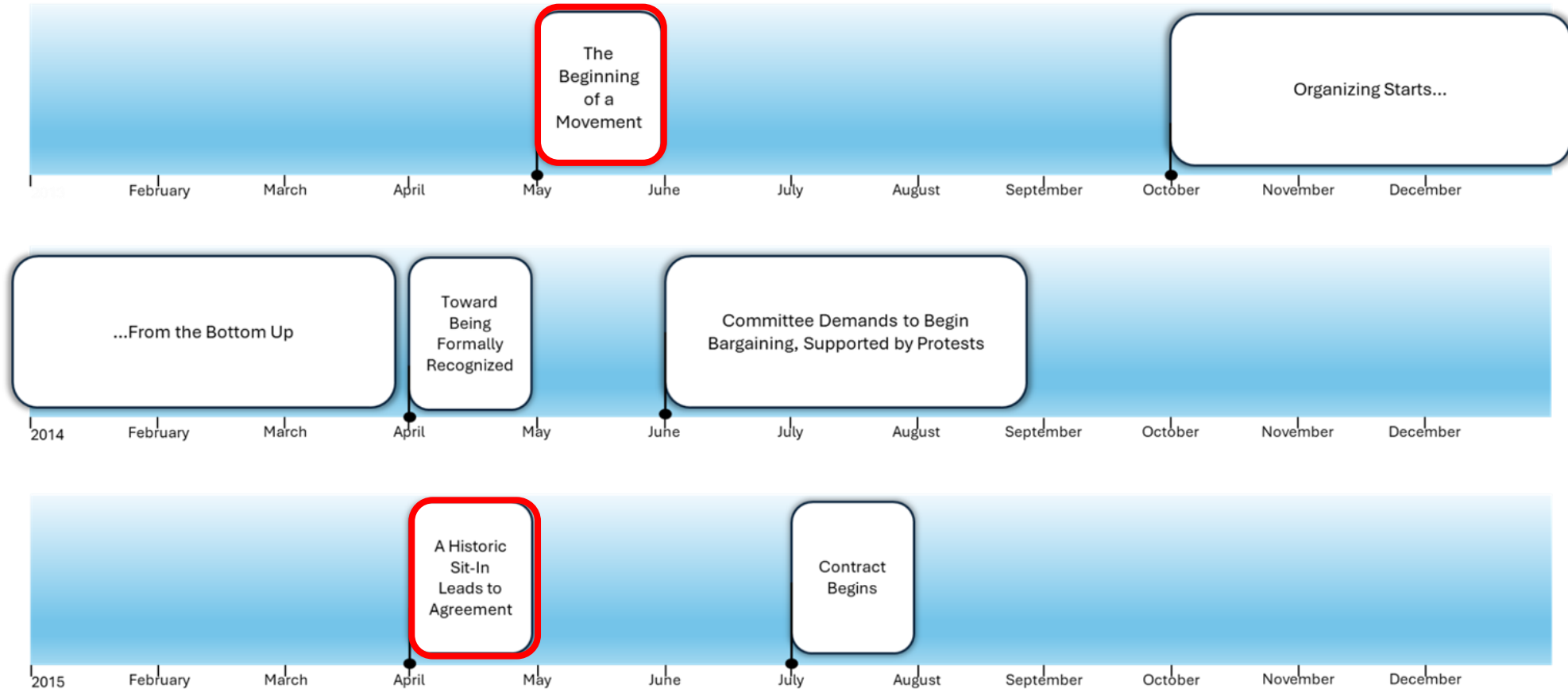


GEU members at a solidarity march for striking UAW workers in Spring 2024



GEU leaders and members at Spring 2022 work-in

Why we started the GEU

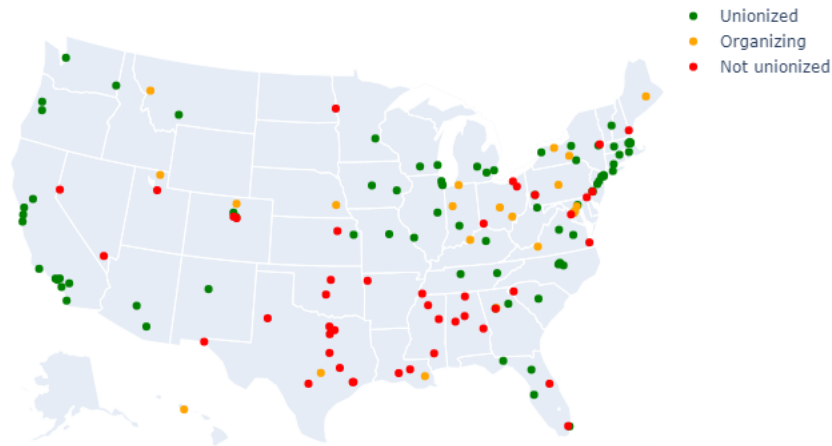


See <https://www.uconngradunion.org/about-us.html> for detailed history

Part of a Movement

Graduate Worker Unionization is Booming Across the Country

US Graduate Student Unions in 2023



The number of unionized grad workers has risen 44% over the past two decades, winning higher stipends, better benefits, and more protections

UAW grad workers at the University of California



University of Maine grad workers recently unionized



Improvements: Enhancing Our Standard of Living

Issue	Without Union	With Union
Stipends	1.4% Avg increase	2%-4% increase per year
Fee Waivers	No waiver	\$1,702 (domestic) \$2,402 (international)
International Visa Fee	\$700	Fully waived
Health Insurance Coverage/ Premiums	Removed from state employee insurance, escalating out-of-pocket costs, deteriorating coverage	Access to state employee insurance with MUCH better coverage, and lower copay/prescription costs
Childcare Subsidies	No childcare subsidy	\$225,000 per year
Parking and Transit	Nightmarish parking situation	Access to Area 2 Employee parking at reduced price

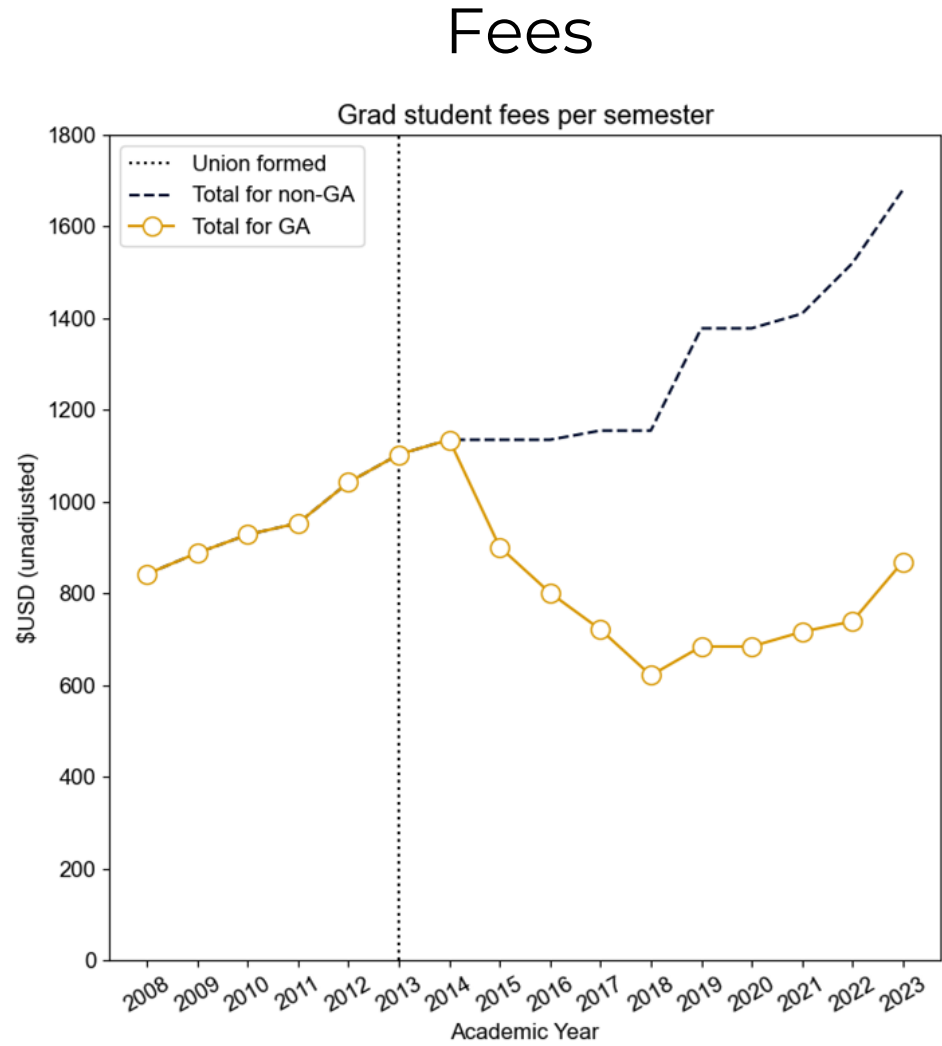
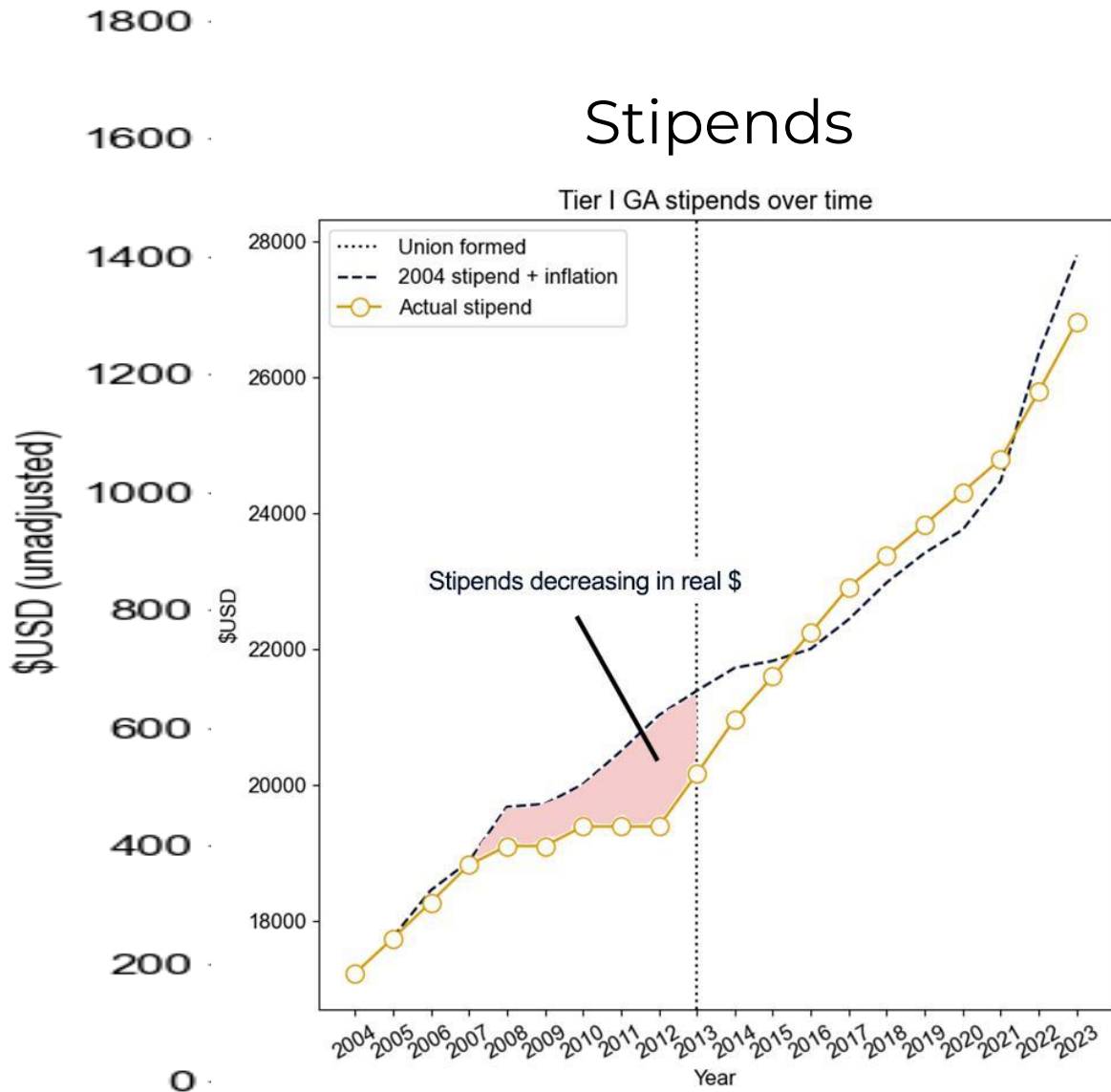
Improvements: Expanding Our Rights as GAs

Issue	Before Union	After Union
Dispute Resolution and Non-Discrimination	No neutral, fair dispute resolution process to address grievances	Fair grievance procedure up to neutral party arbitration
Discipline and Dismissal	The university could fire a GA at will	The university must prove just cause
Appointment Security	GA appointments could be withdrawn after being offered	Contractually-guaranteed appointment security
Description of Duties	GAs could be asked to do tasks outside their GA work	Description of duties doc tells you exactly what to expect

Improvements: Expanding Our Rights as GAs (cont.)

Issue	Before Union	After Union
International Student Workers Rights	No unified collective voice to advocate on behalf of international students	Collective voice at state and federal level More OPT time Waived Visa Fee
Family and Parental Leave	No enforceable family and parental leave policy	6-8 weeks for birth parent 3 weeks for non birth parent or adoption
Gender Discrimination and Harassment	No advocate on behalf of victims	Advocate and fair procedure up to 3 rd party arbitration + state and federal channels
Time Off	No guaranteed time off	20 days of guaranteed time off per academic year

The Value of a Union



Example Biweekly Pay Stub

20-hr GA appointment (2023)
*exact numbers may vary

Job Title: UCONN GRADUATE ASST
Pay Rate: \$1,423.77 Biweekly

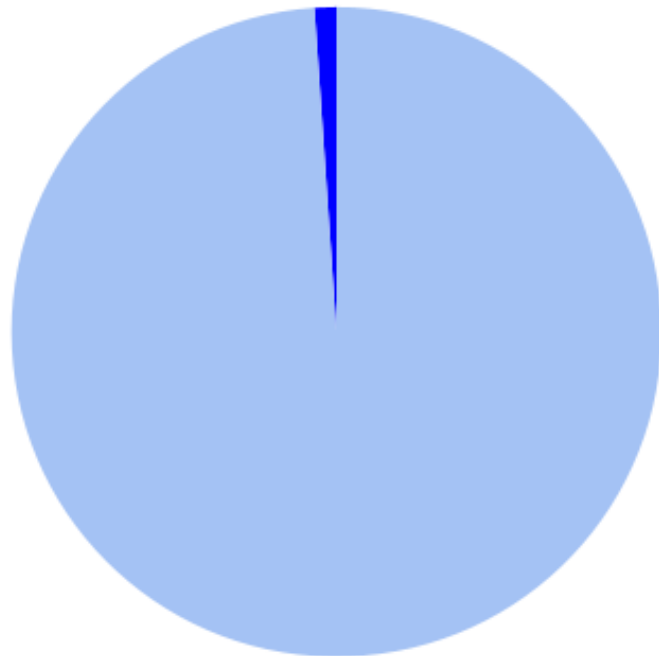
HOURS AND EARNINGS	
Regular Pay	1,423.77
Student Rec Ctr Relief Payment <i>*once a semester</i>	200.00
Total:	1,623.77

AFTER-TAX DEDUCTIONS	
UCGR6950 TuitionUCON <i>*biweekly</i>	17.25
	205.80
Total:	223.05

TAXES	
Fed Withholdng	112.77
CT Withholdng	110.14
Total:	222.91

Example Biweekly Pay Stub

Job Title: UCONN GRADUATE ASST
Pay Rate: \$1,423.77 Biweekly



● Gross Pay ● GEU Dues

AFTER-TAX DEDUCTIONS

UCGR6950	17.25
TuitionUCON	205.80
*biweekly	
Total:	223.05

3% increase in stipend for 2025-26
(\$1,466.50 biweekly for 20-hour Level 1 GA)

**Future stipend increases will depend on
our next collective bargaining agreement!**

Enforcing Our Rights

We are here to make sure all of your rights are respected. Whether informally or formally through a grievance, we've helped GAs resolve issues related to:

Late pay & wrong pay

Maternity leave

Harassment & discrimination

Bullying

Discipline

Appointment security & notification

Fees

Leaves of absence

Appointment notification

Time off

Health insurance

Workload



If any of your rights as a GA are being violated, contact us!

The Importance and Power of Union Membership

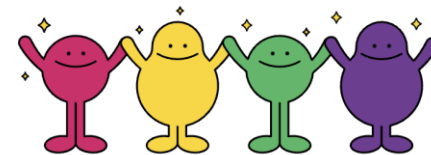
Majority membership makes our union strong



Majority membership makes our union more democratic



Community and solidarity



Discounts on things like pet insurance, car rentals, etc. through UnionPlus

POLITICAL ACTION BEYOND UCONN: VCAP

Voluntary Contributions for UAW V-CAP

Political action played a key role in establishing our Union and securing a strong first contract for GAs at UConn. Our political voice will continue to have a critical effect on state and federal decisions regarding UConn's teaching and research budgets, which impact our daily lives as graduate assistants. By participating in the V-CAP program, I add my voice to support pro-worker and pro-education candidates and policies and to ensure our priorities are represented in our government.

Subject to the terms of the collective bargaining agreement, I hereby authorize the University of Connecticut to withhold each pay period from my earnings, **UAW Voluntary Community Action Program (V-CAP)** deductions in the following amount and to remit such contribution to UAW V-CAP in the manner agreed upon between the University and the Union at any time while this authorization is in effect.

(Applies to VCAP only): Are you legally allowed to make political contributions in the U.S.? Yes No

If you selected "No" to the previous question, you cannot contribute to VCAP. Please do not select an amount below.

(Check an amount)

\$2.50

\$5.00

\$12.50 (Directors Club)

Other \$ _____

This authorization is voluntarily made. I understand that the signing of this authorization and the making of payments to UAW V-CAP are not conditions of membership in the Union or of employment with the University of Connecticut, that I have the right to refuse to sign this authorization and contribute to UAW V-CAP without any reprisal, and that UAW V-CAP will use the money it receives to make political contributions and expenditures in connection with federal, state and local elections, that all UAW members may be eligible for V-CAP raffle drawings, regardless of whether they make a contribution to UAW V-CAP, and that monies contributed to UAW V-CAP constitute a voluntary contribution to a joint fundraising effort by the UAW and the AFL-CIO. This authorization shall remain in full force and effect until revoked in writing by me.

I also understand that the guidelines for contributions to UAW V-CAP set forth above are merely suggestions, that I can contribute more or less than the guidelines suggest, and that the Union will not favor or disadvantage me based on the amount of my contribution or my decision not to contribute.

Contributions or gifts to UAW V-CAP are not deductible as charitable contributions for federal tax purposes. All UAW members may be eligible for related raffle drawings, regardless of whether they make a contribution. UAW V-CAP is an independent political committee created by the UAW. This committee does not ask for or accept authorization from any candidate and no candidate is responsible for its activities.

Print Name

Signature

Date



If you can't vote or make political contributions in the U.S. (for example, if you are an international student), you can't contribute to VCAP. Leave that section blank!

FIRST GENERAL MEMBERSHIP MEETING



Wednesday, January 22



6:00-8:00 PM



McHugh 301 and Zoom

GET INVOLVED!

- Attend Monthly General Membership Meetings (in-person and virtual)
- Join the Organizing Committee, Social Justice Committee, Grievance Committee, or International GA & Postdoc Committee
- Become a leader or a steward!
- Participate in events and organize with us!

Be part of a community.

LOCAL 6950
Working For A Better UCOVA

EVERY
WAGE
SPACE
CHANGE

1.5%!
GAs for
a fair Contr

WA

IMPORTANT REMINDERS!

- Sign up for health insurance
- Sign up for payroll deduction for fee bills
- Parking/UPass
- Workload and Supplemental Description of Duties
- Health and safety measures
- Make sure your fee bill reflects the tuition and fee waivers (<https://bursar.uconn.edu/tuition-fees/graduate/2024-2025/>)
- Childcare reimbursement happens towards the end of every semester – make sure you're getting our emails!



NEW GA
ONBOARDING
SITE





uconngradunion.org



uconngradunion@gmail.com



GEU-UAW UConn Graduate
Employee and Postdoc Union



@uconngeu



@geuuaw

Questions?

End Slideshow



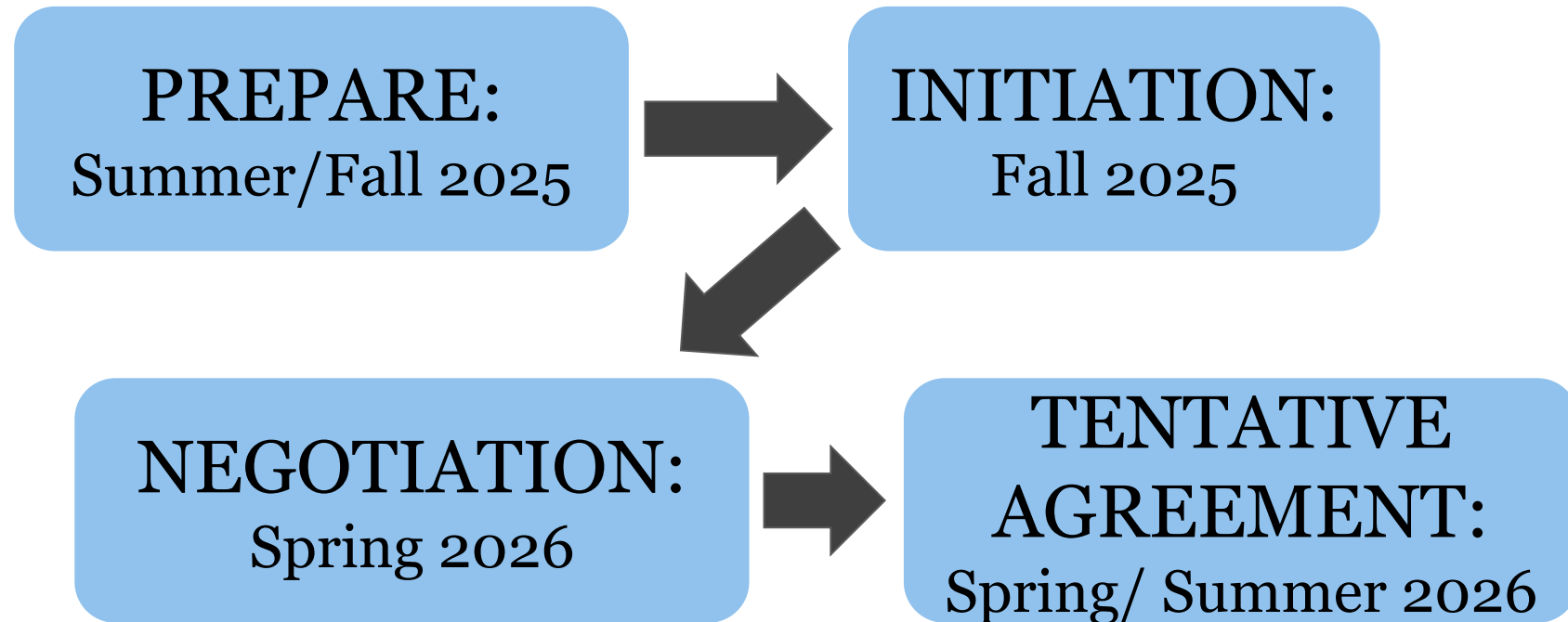
**Our Rights as Workers
are All Connected:
Join Us as a Member of
the GEU!**

10

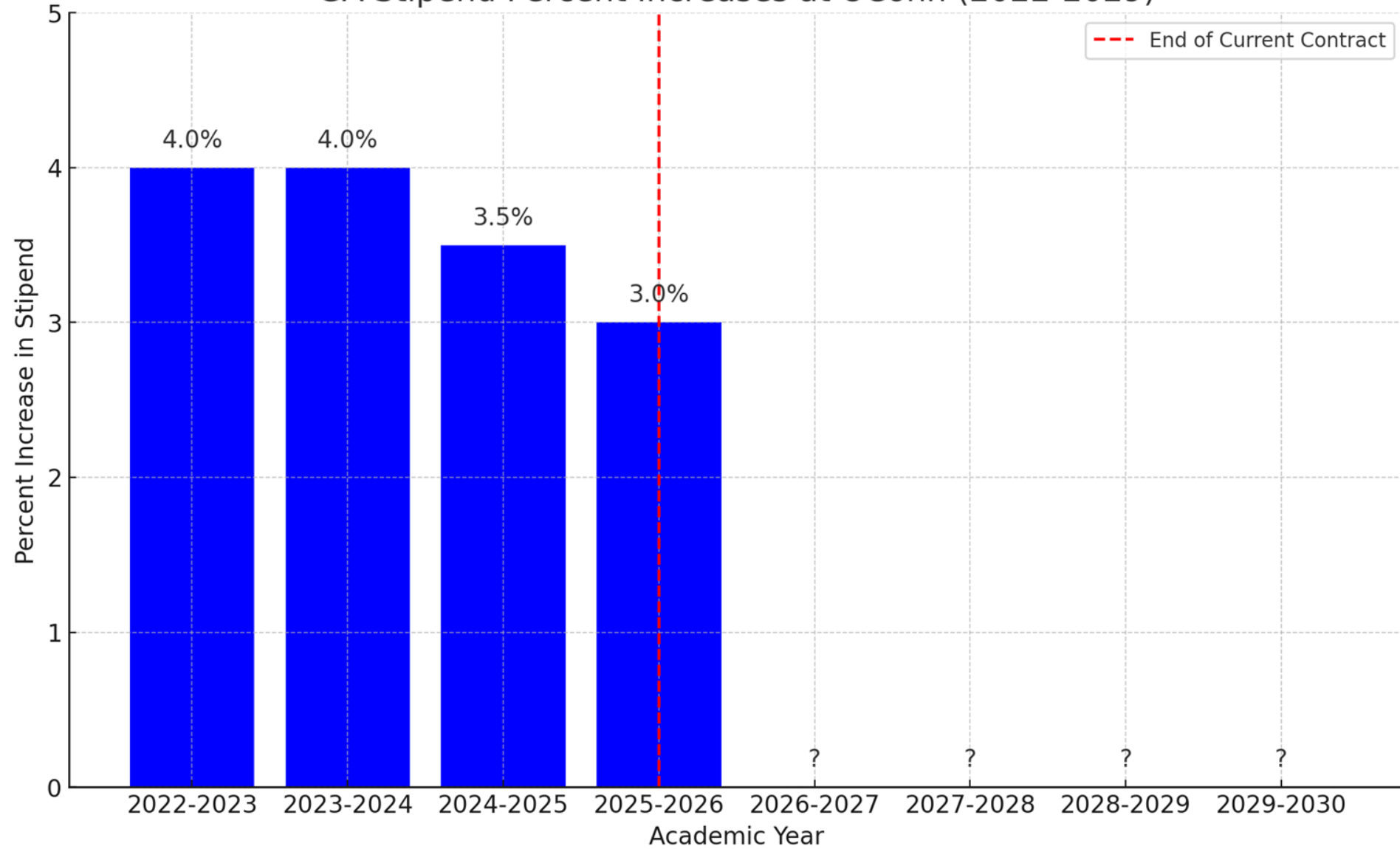
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What is Collective Bargaining?

Collective bargaining is the process of a group of people working together through a union to use their combined power to negotiate a labor contract that determines various terms of employment.



GA Stipend Percent Increases at UConn (2022-2029)



STUDENT RESOURCES



STUDENT HEALTH AND WELLNESS

NAVIGATING GRAD SCHOOL

GRADUATE STUDENT UNION PRESENTATION

INTERNATIONAL STUDENTS GO TO CISS ORIENTATION

Connect with us on Social Media

