

**GEU Mediation Proposal: Tuition & Fee Remission**

*This mediation proposal has been prepared for the purposes of collective bargaining only and does not represent the final form of the Article. The Bargaining Team reserves the right to amend or withdraw this proposal as bargaining may require. PSU is a public institution, these negotiations pertain to public employees, and this proposal will be shared publicly.*

TUITION & FEE REMISSION				
LN	GEU Proposal 12/8/17	Admin Proposal 2/2/18	GEU Proposal 2/12/18	Notes
3	<b>Article TUITION AND FEE REMISSION ARTICLE – Tuition and Fee Remission</b>	<b>Section 1 – Fees</b>	<b>Article TUITION AND FEE REMISSION ARTICLE – Tuition and Fee Remission</b>	
4	Upon the recommendation of the University and in consultation with the Associated Students of Portland State University, the University Board of Trustees will determine mandatory student fees for all graduate students, in keeping with ORS 352.102 and ORS 352.105.	Upon the recommendation of the University and in consultation with the Associated Students of Portland State University, the University Board of Trustees will determine mandatory student fees for all graduate students, in keeping with ORS 352.102.	Upon the recommendation of the University and in consultation with the Associated Students of Portland State University, the University Board of Trustees will determine mandatory student fees for all graduate students, in keeping with ORS 352.102 and ORS 352.105.	Accurately citing the law. There are mandatory incidentals set under ORS 352.105, as well as other mandatory fees set under ORS 352.102.
5	<b>Section TUITION AND FEE REMISSION ARTICLE.FEES_SECTION – Fees</b>	<b>Section 2 – Fee Remission</b>	<b>Section TUITION AND FEE REMISSION ARTICLE.FEES_SECTION – Fees</b>	
6	Graduate Assistants will receive a remission of mandatory student fees as follows:	1. Graduate Assistants are eligible for a remission of mandatory student fees <b><u>during the academic year, not including summer session</u></b> , as follows. <b><u>Employing units reserve the right to grant a fee remission greater than the amounts listed below but not to exceed 100% of mandatory fees.</u></b>	Graduate Assistants will receive a remission of mandatory student fees as follows. <b><u>Employing units reserve the right to grant a fee remission greater than the amounts listed below but not to exceed 100% of mandatory fees:</u></b>	<p>Bolded language is taken from PSU's proposal. It isn't clear whether "are eligible" is a guarantee or something units may choose to not do, hence "will receive".</p> <p>We have continued to make this apply to summer term because we have an interest in covering at least the following cases:</p> <ol style="list-style-type: none"> <li>1) GAs whose programs require more than 9 credits per term in order to graduate within their program's publicized timeline. Given the tuition remission cap, taking credits during the summer is sometimes the only way to meet this timeline.</li> <li>2) GAs who need summer credits to meet the thresholds for thesis and dissertation proposals on time.</li> <li>3) GAs who need to continue taking credits to defend their dissertation, but need to graduate before Fall term.</li> </ol> <p>We are open to other solutions that address these cases.</p>

7	<table border="1"> <tr> <td data-bbox="229 203 578 499">University Responsibility</td> <td data-bbox="578 203 932 499">100% of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, and Academic Student Recreation Center Fee, and Matriculation Fee.</td> </tr> <tr> <td data-bbox="229 499 578 1010">GA Responsibility</td> <td data-bbox="578 499 932 1010">           0% of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, Academic Student Recreation Center Fee, and Matriculation Fee.             All other Fines, Fees and Charges will be enacted as in the University's Board of Trustees Tuition, Fees &amp; Fines Policy.         </td> </tr> </table>	University Responsibility	100% of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, and Academic Student Recreation Center Fee, and Matriculation Fee.	GA Responsibility	0% of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, Academic Student Recreation Center Fee, and Matriculation Fee.  All other Fines, Fees and Charges will be enacted as in the University's Board of Trustees Tuition, Fees & Fines Policy.	<table border="1"> <tr> <td data-bbox="963 203 1311 499">University Responsibility</td> <td data-bbox="1311 203 1665 499"><b><u>During the period September 16, 2018 through September 15, 2019, 40% 33%</u></b> of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, and Academic Student Recreation Center Fee.</td> </tr> <tr> <td data-bbox="963 499 1311 969">GA Responsibility</td> <td data-bbox="1311 499 1665 969"> <b><u>During the period September 16, 2018 through September 15, 2019, 67% 60%</u></b> of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, and Academic Student Recreation Center Fee.             All other Fines, Fees and Charges will be enacted as in the University's Board of Trustees Tuition, Fees &amp; Fines Policy.         </td> </tr> </table>	University Responsibility	<b><u>During the period September 16, 2018 through September 15, 2019, 40% 33%</u></b> of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, and Academic Student Recreation Center Fee.	GA Responsibility	<b><u>During the period September 16, 2018 through September 15, 2019, 67% 60%</u></b> of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, and Academic Student Recreation Center Fee.  All other Fines, Fees and Charges will be enacted as in the University's Board of Trustees Tuition, Fees & Fines Policy.	<table border="1"> <tr> <td data-bbox="1696 203 2045 566">University Responsibility</td> <td data-bbox="2045 203 2399 566"><b><u>From ratification through September 15, 2018 400% 80%</u></b> of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, Academic Student Recreation Center Fee, and Matriculation Fee.</td> </tr> <tr> <td data-bbox="1696 566 2045 1145">GA Responsibility</td> <td data-bbox="2045 566 2399 1145"> <b><u>From ratification through September 15, 2018 0% 20%</u></b> of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, Academic Student Recreation Center Fee, and Matriculation Fee.             All other Fines, Fees and Charges will be enacted as in the University's Board of Trustees Tuition, Fees &amp; Fines Policy.         </td> </tr> </table>	University Responsibility	<b><u>From ratification through September 15, 2018 400% 80%</u></b> of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, Academic Student Recreation Center Fee, and Matriculation Fee.	GA Responsibility	<b><u>From ratification through September 15, 2018 0% 20%</u></b> of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, Academic Student Recreation Center Fee, and Matriculation Fee.  All other Fines, Fees and Charges will be enacted as in the University's Board of Trustees Tuition, Fees & Fines Policy.	<p>We're incorporating PSU's fee phase-in structure in our counter with 3 stages instead of 4 and a higher starting point, reflecting significant concessions made in this and other articles. We have an interest in an across the board benefit accruing from this agreement, allowing for every GA to see the impact. Fee remission is the most broadly applicable provision in these proposals that is a top priority for GEU members.</p>
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9		<p><u>University Responsibility</u></p>	<p><u>During the period September 16, 2020 through September 15, 2021, 80% of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, and Academic Student Recreation Center Fee.</u></p>	<p><u>University Responsibility</u></p>	<p><u>Beginning September 16, 2019, 100% of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, Academic Student Recreation Center Fee, and Matriculation Fee.</u></p>	
		<p><u>GA Responsibility</u></p>	<p><u>During the period September 16, 2020 through September 15, 2021, 20% of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, and Academic Student Recreation Center Fee.</u></p> <p><u>All other Fines, Fees and Charges will be enacted as in the University's Board of Trustees Tuition, Fees &amp; Fines Policy.</u></p>	<p><u>GA Responsibility</u></p>	<p><u>Beginning September 16, 2019, 0% of mandatory fees, including but not limited to, the Building Fee, Incidental Fee, Health Service Fee, Academic Student Recreation Center Fee, and Matriculation Fee.</u></p> <p><u>All other Fines, Fees and Charges will be enacted as in the University's Board of Trustees Tuition, Fees &amp; Fines Policy.</u></p>	

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11	<b><u>Section TUITION AND FEE REMISSION ARTICLE.TUITION SECTION – Tuition</u></b>	<b><u>Section 3 Tuition</u></b>	<b><u>Section TUITION AND FEE REMISSION ARTICLE.TUITION SECTION – Tuition</u></b>					
12	1. Upon the recommendation of the University and in consultation with the Associated Students of Portland State University, the University Board of Trustees will determine tuition levels for all graduate students, in keeping with ORS 352.102.							
13	2. Graduate Assistant tuition will be assessed at the resident graduate rate for the Graduate Assistant's program of study as published in the University's Tuition and Fee schedule.							
14	3. If a GA's employment status changes during an academic year, they will continue to be assessed tuition at the resident rate for that academic year.		<del>3. If a GA's employment status changes during an academic year, they will continue to be assessed tuition at the resident rate for that academic year.</del>	Conceded on maintaining in-state tuition for former GAs.				

15	<b>Section TUITION AND FEE REMISSION ARTICLE.TUITION REMISSION_SECTION – Tuition Remission</b>	<b>Section 4 – Tuition Remission</b>	<b>Section TUITION AND FEE REMISSION ARTICLE.TUITION REMISSION_SECTION – Tuition Remission</b>	
16	1. Graduate Assistants will receive tuition remission as part of their total compensation.			
17	2. Graduate Assistants are eligible for a tuition remission equal to the resident graduate base tuition rate for up to nine (9) credit hours in any term in which they are employed as a Graduate Assistant.	2. Graduate Assistants are eligible for a tuition remission equal to the resident graduate base tuition rate for up to nine (9) credit hours in any term during the academic year, <b>not including summer session</b> , in which they are employed as a Graduate Assistant.	2. Graduate Assistants are eligible for a tuition remission equal to the resident graduate base tuition rate for up to nine (9) credit hours in any term in which they are employed as a Graduate Assistant. <b>In no case will a GA who is taking 9 credits or fewer during the academic year receive less than full remission for those credits.</b>	Clarified based on previous discussion at the table, where we established shared intent to guarantee that everyone gets at least 9 credits' remission.
18	3. Employing units may grant tuition remission in excess of nine credits, including but not limited to, differential tuition rates. In no case will the tuition remission exceed the actual amount of tuition charged to the Graduate Assistant.	3. Employing units reserve the right to grant a tuition remission for any amount up to the total amount of tuition billed to the Graduate Assistant, including differential tuition rates <b>and summer term</b> . In no case will the tuition remission exceed the actual amount of tuition charged to the Graduate Assistant.		Accepted PSU Admin's language
19	4. Should a Graduate Assistant be awarded tuition remission from sources outside of their assistantship, the GA will be granted tuition remission equal to the sum of all remissions for which they are eligible, not to exceed the total tuition charge for the credits for which they are registered during the term of employment.	4. Should a Graduate Assistant be awarded tuition remission from sources external to the University, the GA will be granted tuition remission equal to the number of credits for which they are eligible and registered during the term of employment.	4. Should a Graduate Assistant be awarded tuition remission from sources outside of their assistantship, the GA will be granted tuition remission equal to the sum of all remissions for which they are eligible, not to exceed the total tuition charge for the credits for which they are registered during the term of employment.	We drafted this language to specifically handle the case where an internal scholarship is combined with an assistantship, guaranteeing that the GA is able to use the full amount of remission available from the scholarship and GAship if needed.
20	5. In the event that legislation or executive orders affecting tuition remission or the taxable status of remitted tuition passes or are implemented, respectively, the parties will enter into impact bargaining.		5. In the event that legislation or executive orders affecting tuition remission or the taxable status of remitted tuition passes or are implemented, respectively, the parties will enter into impact bargaining.	Based on our discussion at the first mediation session, it isn't clear whether PSU Admin would consider a tax on tuition remission a mandatory subject covered by ORS 243.698.
21	<b>Section TUITION AND FEE REMISSION ARTICLE.APPLICA TION_OF_REMISSION_SECTION – Application of Tuition and Fee Remissions</b>	<b>Section 5 – Application of Tuition and Fee Remissions</b>	<b>Section TUITION AND FEE REMISSION ARTICLE.APPLICA TION_OF_REMISSION_SECTION – Application of Tuition and Fee Remissions</b>	
22	1. For Graduate Assistants registered before the start of the term, tuition and fee remissions will be posted to the student account of the Graduate Assistant by the 2nd week of the term for which	1. For Graduate Assistants registered before the start of the term, tuition and fee remissions will be posted to the student account of the Graduate Assistant by the <b>third</b> week of the term for which the remission applies. Any late fees related to tuition and fee remission will be reversed.		See LOA below. We maintain an interest in figuring out a solution that will prevent loan disbursements from being applied to tuition bills while folks wait for remissions.

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23	2. Graduate Assistants are responsible to pay any remaining balance on their student account in accordance with the <a href="#">PSU Payment Plan</a> . If the tuition and fee remission results in a credit on the student account, the credit balance will be refunded to the GA per the Student Financial Services <a href="#">Refund Policy</a> .		
24		<b>Section 6 – Tuition and Fee Remission Implementation</b>	<b>Section TUITION_AND_FEE_REMISSION_ARTICLE.IMPLEME NTATION – Tuition and Fee Remission Implementation</b>
25		1. This article shall be effective the beginning of the term following the ratification of both parties, not including summer session.	Accepting PSU Admin’s timeline for implementing tuition and fee remission.

**LOA - Working Group on Loan Disbursement and Processing of Remissions**

The Parties agree to establish a working group comprised of at least three (3) GEU members and three (3) members of the PSU Administration to formulate a solution regarding the timing of tuition remission processing for Graduate Assistants who have student loans. The Parties share a joint interest in finding a solution that will result in timely loan disbursement for Graduate Assistants.