



Graduate  
Employee  
Organization

**MONTANA STATE UNIVERSITY**

# Why Join the GEO?

1. Wages-We bargain for all graduate employees
2. Safe and fair work environment-We can help with a dangerous or uncomfortable situation
3. Social atmosphere-We hold social events to get grads from different departments to meet (when safe to do so!)

# Bargaining for Your Wages

- In 2020, GEO bargained a new collective bargaining agreement with MSU that includes substantial wage increases
- Stipend increases effective **Jan 1st 2020. 2% overall increase**, additional monthly payment raised from **\$130 to \$160** for (GTA/GRAs in their first 5 semesters) or from **\$130 to \$210** for (GTA/GRAs in their 6th or higher semester)
- Stipend increases effective **Jan 1st 2021. 1% overall increase**
- Stipend increases effective **Jan 1st 2022. 1% overall increase**, additional monthly payment raised from **\$160 to \$175** for (GTA/GRAs in their first 5 semesters) or from **\$210 to \$225** for (GTA/GRAs in their 6th or higher semester)
- However, this is not enough!
- Bozeman's cost of living is above the national average, and MSU graduate student stipend is below the national average!

# So Much More to Accomplish

We are very proud of what we as a union have been able to accomplish so far. It is the result of a considerable amount of hard work. However, there is still much left to do. We are currently working on securing better outcomes on the following issues.

- **Healthcare Coverage** (MSU is currently looking to change the school's healthcare plan. When this happens GEO will return to the bargaining table to negotiate for healthcare coverage for Graduate Employees)
- **Sick leave, Bereavement leave, Parental leave**
- **12 month contracts**
- **Expanded on campus mental healthcare**
- **Clearer definitions and adherence to the 19 hour average per week workload**

# Socials!

- We're looking into how and when socials will be acceptable and safe during COVID-19.
- During the fall, socials will most likely be virtual events and/or small departmental meetings.
- When gatherings are safe again, we often hold socials in breweries near campus, with the first beer provided by the GEO!

The cost of membership is less than \$16 per month for 10 months, each eligible RA or TA receives at least \$160 per month in a stipend directly from GEO bargaining!

Membership dues are automatically deducted from your paycheck

# Join the Graduate Employee Organization!

- Joining the union is easy. Simply click on this link <https://mfpe.org/sign> and fill out our membership form.
- Where it says Local/Chapter write GEO or 7756.
- Joining gives our union better leverage to secure better wages, benefits, and working conditions and makes our work on these fronts possible. There is no union without our members.

Join Us!

# How to Become Involved

- Bargaining for your contract may be completed, but the union always needs to be visible!
- How can you be involved?
  - **Join the union**
  - **Become a department steward**
  - **Talk to our members in the hallway!**
  - **Visit us at [www.msugeo.org](http://www.msugeo.org)**
  - **Email us at [geocentralcommittee@gmail.com](mailto:geocentralcommittee@gmail.com)**
  - **Or find us on Facebook or Twitter**