



# JOIN GEOC!

Founded in 1998, the Graduate Employees' Organizing Committee has been working for over two decades to protect graduate workers at Wayne State. Our union began after Wayne State tried to take away graduate worker's health insurance. We have continued to push for equitable workplaces and fair benefits for graduate workers as we complete our degrees. GEOC primarily ran with volunteer work by leadership and members. We also staff one full time organizer and a graduate student assistant.

By joining GEOC you support the work of graduate workers who have paid and volunteered to make your experience more equitable, while also ensuring future graduate workers have protections to help them complete their programs.

**Join today by going to [geocwsu.com](https://geocwsu.com) and click "Join."**

## How GEOC works for you!

- Health Care
- Student parking rate
- SEVIS reimbursements
- Late pay protections
- Consistent Wage Increases
- GEOC Survivors Fund
- Workload protections
- Anti-Policing Committee
- 6 week parental leave
- Membership support
- Rental help with on campus housing
- Covid 19 Protections for graduate workers

# WHAT ARE DUES?

## DUES ARE THE LIFEBLOOD OF THE UNION.

Since GEOC was founded in 1998, members have paid dues to protect graduate employees at WSU. GEOC exists because members have paid into the union, volunteered their time and fought to have a more ethical workplace. We are a local of the American Federation of Teachers (AFT).

## WHAT YOU PAY

Dues are deducted each paycheck and are based on gross pay. Each member pays 2.05% of their paycheck to the union. Physical and Life Sciences (PLS) pay a bit more than Social Sciences and Humanities (SSH) due to differences in pay. (GEOC has been fighting to close this gap!)

## THE DUES BREAKDOWN

**\$21.97 PLS / \$21.20 SSH Per Paycheck for 9 month contracts at the minimum salary.**

**\$12.58 PLS / \$11.81 SSH to GEOC**

**Dues are used for -**

- Full time organizer - Taylor Monday
  - Works to support union volunteers, solve workplace issues, and support members.
- Meetings and events
  - Food and venue
- Membership Materials
  - Buttons, t-shirts etc. Office / postage / software expenses
- Union conference attendance
- Member awards

**\$4.90 PLS & SSH**

**AFT National**

**\$4.29 PLS / \$4.19 SSH**

**AFT Michigan**

**\$0.20 PLS & SSH**

**Metro AFL-CIO**

- Trainings, workshops & advice
- Conferences
- Lawsuits & legal support
- Rallies, demonstrations & strikes
- Accounting support
- Database support
- Press & media relations
- Support local unions
- Research for bargaining
- Legislative advocacy

# **GEOC IN 2021 - 2022**

Organizing in 2021-2022 meant gearing up for bargaining. Steering, the bargaining team, and our membership worked hard to secure better pay, expansion of anti-discrimination policy and title IX policy, expansion of sick leave, and more. We wanted to share with you what we have been up to. Get involved by emailing [geocwsu@gmail.com](mailto:geocwsu@gmail.com).

## **Pay and Compensation**

For the next three year contract, we have secured an ending salary equivalent to 24k. Here's what that looks like over the course of the contract.

- 2022-23: 0% to base, \$1250 lump sum added to the second paycheck of the contract
- 2023-24: 2.25% to base, \$750 lump sum
- 2024-25: 2.25% to base, \$400 lump sum
- Humanities total by the end of the contract: \$24,027
- STEM total by the end of the contract: \$24,811

On top of our compensation, we have also secured a 7 day paid leave in the case of pregnancy lost, an increase in parental leave from 6 weeks to 8 weeks, and an expansion of SEVIS fee coverage to first year students.

## **Expansion of Graduate Assistant Rights**

We have solidified that Wayne State will follow the Gene Information Nondiscrimination Act of 2008 which protects graduate worker privacy, will allow work modality request changes for non-health reasons with a solidified pandemic process, and will provide GEOC with a one stop web page resource compendium, including further materials for international graduate workers.

## **Sexual Abuse Prevention Advisory Committee**

The ability for survivors to seek justice on campus is now limited due to recent changes in federal Title IX regulations. This working group is dedicated to working with WSU leadership to create equitable policies on campus and supporting survivors. GEOC now has liaisons in this new committee.

## **GEOC Survivors Fund**

In conjunction with the Title IX working group and the sexual harassment committee, GEOC leadership passed a resolution to begin a fund for graduate workers who are survivors of sexual assault. This fund will give survivors \$1,000 grants for up to 3 years. We support 5 survivors in Winter 2021 and will be working to secure more funding to support more graduate workers in the future.

## **Initial Employment and Reemployment**

Non-renewal is defined as an "an administrative decision to not renew an expired contract," and with this definition, we have helped solidify a non-renewal appeal procedure. Additionally, the renewal decision has been pushed forward to August 1st (from July 1st) and November 15th (from December 15th).

## **Non-Discrimination and Health and Safety**

We have expanded non-discrimination language to include caste, caregiver status, and relationship status, and have worked further to define "retaliation" in cases of discrimination. Additionally, we have made sure that Title IX training is being offered to members including current WSU policies and applicable laws.

## **Additional Wins and the Bargaining Process**

Among other things, we have maintained some of our strongest benefits, including access to healthcare. Bargaining was a long process, and a huge team effort. It was a process that included all of steering, our staff, our stewards, our membership, and some amazing organizations that volunteered to work, march, and win with us. While bargaining won't come around for another three years, GEOC needs your help to continue fighting to strengthen the rights of graduate workers at Wayne.



**Join The Fight Today!**

<https://www.geocwsu.com/join>

# **INTERNATIONAL STUDENTS**

International students make up almost half of our membership and we know how important union support can be for them. GEOC is here to help with any issues related to your work, but we can also help with other issues like immigration issues, sevis reimbursement, or housing.

## **Find community with GEOC**

As your union, GEOC believes that supporting graduate workers also means helping create connections between our members. We work hard to organize our regular general membership meetings, but we also organize social events. Due to covid, our events have gone digital, but we regularly hold events for members to socialize.

## **Should I join GEOC?**

Many international students are worried that joining a union could impact their visa status. Joining GEOC will have no impact on your visa status and won't impact your standing in your department. Joining GEOC means that we are better able to support the needs of international graduate workers and provide benefits for all of our membership.

## **SEVIS Reimbursement**

The application to apply for a SEVIS reimbursement is available on the graduate school website. The deadline to apply each semester is November 1st in Fall and March 1st in Winter.

## **Immigration Issues**

One benefit of being a GEOC member is having access to legal support for any immigration issues that may arise during your time at Wayne State. We can provide individual support for any member who is experiencing an immigration issue.

## **Housing**

In 2019 GEOC members came together to push housing to allow monthly rent payments, stop holding personal identification at the front desk, and removed visitor limits. We have continued to monitor this issue during Covid-19 by pushing admin to properly maintain common areas of campus housing where graduate workers live. Since international students are more likely to live in campus housing than domestic students, we pay special attention to housing-related issues through our housing committee.

**Get involved by emailing [geocwsu@gmail.com](mailto:geocwsu@gmail.com)**

# **GEOC 2022 FALL SCHEDULE**

Stay connected with GEOC by attending our General Membership Meeting and other events this semester. Make sure to follow GEOCWSU on Facebook, Instagram or Twitter to keep up to date with current news and events.

<b>August 30th</b>	First day of classes!
<b>September 18th</b>	WSU deadline for new hires to submit benefits / healthcare paperwork.
<b>October 21st</b>	General Membership Meeting from 11-12 pm
<b>November 1st</b>	SEVIS Fee Deadline. International Students - Submit your request to have your SEVIS fee refunded by this date.

**Twitter:** <https://twitter.com/GEOCWSU>

**Facebook:** <https://www.facebook.com/geocwsu>

**Instagram:** <https://www.instagram.com/geocwsu/?hl=en>

# **STEERING COMMITTEE**

The Steering Committee are the leaders of the union that are voted into their positions each winter semester. They help guide the union forward through active engagement and listening to membership. Below are their names, role, department, and their contact information. Keep in touch! Steering is here to serve you and keep the union running.

**Teresa Jeffrey - President - Department of Physics -  
president.geoc@gmail.com**

**Reid Hulleza - Vice President - Department of Political Science -  
vicepresident.geoc@gmail.com**

**JT Popiel - Grievance Officer - Department of History -  
grievances.geoc@gmail.com**

**Fariba Pajooch - International Chair - Department of Communications -  
international.geoc@gmail.com**

**Minerva Gale - Communications Chair - Department of English -  
communicationsgeoc@gmail.com**

# DEPARTMENT STEWARDS

Stewards are your closest contact with the union. Stewards keep the union up to date on happenings in your department, let members know about union activities and receive training to become union leaders.

<b>Anthropology</b>	Laura Sutherland
<b>Art &amp; Art History</b>	Megan Grierson
<b>Biological Sciences</b>	Katie Dwyer, Jeremy Kelm
<b>Business</b>	STEWARD NEEDED
<b>Biomedical Engineering</b>	STEWARD NEEDED
<b>Chemical Engineering</b>	STEWARD NEEDED
<b>Chemistry</b>	STEWARD NEEDED
<b>Civil Engineering</b>	STEWARD NEEDED
<b>CMLLC (languages)</b>	STEWARD NEEDED
<b>Communication</b>	STEWARD NEEDED
<b>Computer Science</b>	STEWARD NEEDED
<b>Economics</b>	Geordan Fisher
<b>Education</b>	STEWARD NEEDED
<b>English</b>	Elia Hohausen-Thatcher, Minerva Gale
<b>Graduate School GSAs</b>	STEWARD NEEDED
<b>History</b>	Christian Bozeman
<b>Industrial Engineering</b>	STEWARD NEEDED
<b>Library / Information Science</b>	STEWARD NEEDED
<b>Mathematics</b>	STEWARD NEEDED
<b>Mechanical Engineering</b>	STEWARD NEEDED
<b>Nursing</b>	STEWARD NEEDED
<b>Nutrition and Food Science</b>	STEWARD NEEDED
<b>Physical Education / Kinesiology</b>	STEWARD NEEDED
<b>Physics &amp; Astronomy</b>	Maxx Haehn, Teresa Jeffrey
<b>Political Science</b>	Reid Hulleza
<b>Psychology</b>	STEWARD NEEDED
<b>Sociology</b>	KB Mokoene

\*\*\*More stewards needed



# **GEOC CAUCUSES**

Caucuses are a great way to get involved with GEOC and support the work the union does on a daily basis. We have a wide variety of committees that meet regularly or as needed when issues arise. Rather than have a large amount of committees, these caucuses work to meet a variety of needs, and are intentionally broad to help solve issues, and maintain a strong, equitable, work environment. These caucuses have a great deal of overlap and work efficiently in tandem to meet the needs of our workers and community members.

- **Higher Ed Rights Caucus**
- **Gender Security and Equity Caucus**
- **BIPOC/International Caucus**

## **ACADEMIC SENATE LIASONS**

In addition to internal committees, we also have positions available for liaisons on academic senate. This is great experience for anyone who plans on staying in academia. You can have first hand experience in decision making at WSU.

**Faculty Affairs**

**Student Affairs**

**Budget Committee**

**Curriculum and Instruction Committee**

**Research Committee**

**Facilities, Support Services and Technology  
Committee**

**Email [geocwsu@gmail.com](mailto:geocwsu@gmail.com) to get involved!**

# FAQS

Here are the answers to many common questions we get asked by GTAs and GSAs. If we don't answer your question below or you need more help for your issue you can email us at [geocwsu@gmail.com](mailto:geocwsu@gmail.com).

## **How do I get involved with GEOC?**

Email us at [geocwsu@gmail.com](mailto:geocwsu@gmail.com). Our organizers can't wait to work with you.

## **How do I apply for health insurance? Who do I contact if I have questions?**

You can view health insurance information by logging on to Academics and going to - Employee Resources -> Employee Self-Service -> Benefits and deductions. From there you can choose your health insurance if its during the open enrollment period. You can contact HR at [askhr@wayne.edu](mailto:askhr@wayne.edu) for more information.

## **My paycheck is wrong. What do I do?**

Check your paycheck by logging on to Academics and going to Employee Resources -> Employee Self-Service -> Pay Stub. A guide to reading your paycheck is attached to this packet. If your paycheck is incorrect talk to your department administrator and then email us at [geocwsu@gmail.com](mailto:geocwsu@gmail.com). We will ask for a copy of your pay stub so we can review it and decide how to move forward.

## **How do I file for a SEVIS reimbursement?**

The form to apply for this reimbursement is available on the graduate school website and should be submitted to the graduate school by the deadline.

## **My department chair has asked me to have a meeting with them about my work performance. What should I do?**

As a member of GEOC you have the right to a union representative with any meeting between you and your supervisor. Email us at [geocwsu@gmail.com](mailto:geocwsu@gmail.com) to schedule a meeting with us to talk about your situation and / or ask us to come to the meeting with you.

## **How do I apply for parental leave?**

Contact HR to begin the process of filing for parental leave. You can email them at [askhr@wayne.edu](mailto:askhr@wayne.edu).

## **I believe I'm working more than 20 hours each week. What should I do?**

The first step is to keep a record of your hours each week. You should record what you do each week and how many hours it takes for you to complete your assignment. Email us at [geocwsu@gmail.com](mailto:geocwsu@gmail.com) to set up a meeting to talk about next steps.

**How do I file for a workplace accommodation?**

The Office of Equal Opportunity handles all employee accommodations. You can contact them by phone at (313) 577-2280.

**I am having an issue with my academic program, who do I talk to?**

We are happy to give guidance on how to solve academic issues, but we aren't able to solve academic issues. The first step is to speak with your advisor, graduate director, and department chair. If they are unable to help you, you can contact the Graduate School for more help.

**My tuition stipend hasn't been applied to my account. What should I do?**

Tuition stipends generally are applied to student accounts the first month of each semester. If your tuition stipend hasn't been paid by the end of the first month you should talk to your department's administrator and graduate director. If they are unable to help contact us at [geocwsu@gmail.com](mailto:geocwsu@gmail.com).

**What should I do if I am experiencing harassment, discrimination, and/or unfair treatment?**

Contact us at [geocwsu@gmail.com](mailto:geocwsu@gmail.com) to get support and advice for how to move forward. You can start by documenting your experience with detailed notes about when each instance occurred, what happened, and where it happened. Creating a timeline for us gives us the information we need to figure out the best path forward to protect you. All information is kept confidential and we never move forward without complete consent from members.

## **SEVIS Reimbursement**

### **Background**

There are two different fees called “SEVIS” that pertain to international students:

1. A \$50 fee charged by Wayne State each semester of registration to international students. Not all universities charge a fee like this.
2. A charged by the federal government the first time an international student comes to study in the US. This is also called “I-901.” The amount was \$200 before June 24, 2019, and is now \$350.

GEOC has negotiated an agreement for the University to reimburse these fees. GEOC can help you navigate the application process and check on the status of your application, but the University will decide on your application and will pay you if you are eligible.

### **Requirements**

All international GTAs and GSAs (and also GRAs, although they are not covered by the GEOC contract) can have the \$50 University SEVIS fee reimbursed each term. The only requirements are:

- Have paid the fee before the deadline
- Be a GTA, GSA, or GRA
- Submit a request by November 1 (Fall), March 1 (Winter), or July 1 (Spring/Summer)

GTAs and GSAs can also have the \$200-\$350 Federal SEVIS fee reimbursed. Because GEOC has gradually negotiated for the requirements to be made less strict, different rules apply depending on when you started your graduate program. If you started your program *in* Fall 2022, to apply you must:

- Have remained in good standing as a student for the first year of your graduate program  
In any case, you must also:
- Be in good standing at the time that you apply
- Have paid the fee for study at Wayne State (*not* at a previous US college or university)
- Submit a request, with receipt, by the November 1 deadline

(more on back)

### How to Apply

The forms are at <https://gradschool.wayne.edu/funding/assistantship-sevis>

The \$50 University fee reimbursement is submitted online. The Federal fee reimbursement should be submitted electronically to Trivia Koufes at, [ae5366@wayne.edu](mailto:ae5366@wayne.edu). You need to include the I-901 SEVIS fee receipt with a completed form from the graduate school website.

### How to Check your Application Status

The \$50 University SEVIS fee reimbursement is usually processed by the end of November (Fall), March (Winter), or July (Spring/Summer). Look in your student account for a \$50 credit with the code "Q140." You may not receive the \$50 for a long time after that, because it will not be paid to you until you have a positive balance on your account. That means you will have to wait until your tuition is paid, you have paid your rent if you live in University housing, etc. After that, payments are made on Wednesday evenings or Thursdays.

If your application for the \$50 University SEVIS fee reimbursement is not approved, you won't be notified. If you don't see the "Q140" code in your account, contact GEOC and we can help you find out what happened.

The Federal SEVIS fee reimbursement is usually processed by the end of the Fall semester. If your application is denied, you should receive a letter telling you why.

### Checking your Pay and Benefits (September 2020)

1. Log in to Academica. In the **Resource** menu on the left side, click “Employee Resources,” then “Employee Self Service,” then “Pay Stub” (see the screenshot on Page 2). Complete two-step verification.
2. You should see a screen that says “Select Pay Stub Year”. Select the year desired from the drop-down menu, then click “Display”.
3. You should see a list of all your pay stubs for that calendar year (not academic year). Select the paycheck you want to review by clicking its date.
4. Under *Payment Summary*, look next to **Gross Amount** in the **Current Period** column (see the screenshot on Page 3). **On August 31st, you will receive a lump sum of \$1250 to your paycheck. Otherwise, make sure your gross pay is:**
  - a. a 9-month appointment in the social sciences or humanities: your gross pay should be at least \$1,034.30.
  - b. a 9-month appointment in natural science, engineering, or math: your gross pay should be at least \$1,071.80.
  - c. a 12-month appointment in the social sciences or humanities: your gross pay should be at least \$951.08
  - d. a 12-month appointment in natural science, engineering, or math: your gross pay should be at least \$ 985.56
5. Under *Benefits, Deductions and Taxes*, under **Deductions before Federal Tax**, check that your health care plan is listed if you have one. Check that your dental and vision plans are listed if you have them. One paycheck each semester, there will be no deductions for insurance even though you are enrolled. This year, those dates are December 7, 2022 and April 26, 2023
6. Under **Taxes**, look next to “FICA - Social Security”, “FICA Additional Medicare Tax”, and “Fica Medicare”. These should all be zero *unless* you have another job at WSU, in addition to your GTA or GSA, and your other job doesn’t involve teaching.
7. Under **Deductions after Federal Tax**, check that “GEOC Dues” is listed if you are a GEOC member or that “GEOC Service Fee” is listed if you are signed up to pay that fee. If you are not yet signed up as a GEOC member, you can sign up at [geocwsu.com/join](https://geocwsu.com/join).
8. Return to the Academica home screen. In the **Resource** menu, click “Employee Resources,” then “Employee Self Service,” then “Benefits and Deductions.” Check that your insurance plans are listed here in addition to on your pay stub. If not, you may be paying for coverage that has not been activated.

Academica

Other Services

Detailed Schedule

TravelWayne

Bill/Account Summary

Access OneCard Account

RESOURCES

Employee Resources

Administrative Systems

Document Management

Employee Self-Service

Benefits and Deductions

Current and Past Jobs

Development

Effort Certification

Leave Balances

Mail Delivery and Building Assignments

My Employee Training

Other Services

Pay Stub

Request Electronic Personnel File

Tax Forms

Time Sheet

View Personal Info

OPEN HOUSE FOR THE DEPARTMENT OF AFRICAN AMERICAN STUDIES

Ana Uddin in 4 streams • 3h (edited)

Come and visit us in our office, located in the Maccabees Building, 11th floor! Light refreshments will be served. We look forward to seeing you!

OPEN HOUSE

Department of African American Studies

THURSDAY DECEMBER 13, 2018

3:30PM - 5:00 PM

5057 WOODWARD AVE. DETROIT, MI 48202

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HAVE YOU EVER WANTED TO BUILD YOUR OWN MOBILE APP?

Richard Lerman in 2 streams • 5h

Academica » Pay Stub

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Payment Summary

Type	Current Period	YTD Amount
Gross Amount:	\$963.35	\$21,225.46
Total Personal Deductions:	\$197.51	\$4,040.15
Net Amount:	\$765.84	\$17,185.31
Total Employer Contributions:	\$323.91	\$5,494.47

Earnings

Job	Earnings	Shift	Hours or Units	Rate	Amount	YTD Amount
P93837-00, PTF SS Grad Addl	Regular Pay	1				\$3,708.00
P99782-00, Student Assistant	Regular Hourly Pay	1				\$540.00
P99929-00, Graduate Teaching Assistant	Regular Pay	1				\$9,267.00
P99929-01, Graduate Teaching Assistant	Regular Pay	1			\$963.35	\$7,670.15
	Retroactive Pay	1				\$40.31
Total:						\$21,225.46

Benefits, Deductions and Taxes

Benefits and Deductions	Employee	Employee YTD	Employer	Employer YTD	Applicable Gross	Applicable Gross YTD
Deductions before Federal Tax						
Pre-tax Blue Care Network - Group# 00111308, \$5/\$20/\$45 Rx co-pay	\$85.49	\$1,452.43	\$306.37	\$5,208.29	\$963.35	\$16,050.76
Pre-tax Delta Dental - Group #: 0007544	\$4.00	\$65.85	\$16.00	\$263.42	\$963.35	\$16,050.76
Pre-tax Eyedeed Vision Insurance	\$1.54	\$22.76	\$1.54	\$22.76	\$963.35	\$16,050.76
Taxes						
Detroit Tax	\$10.11	\$228.62	\$0.00	\$0.00	\$872.32	\$19,684.42
Federal Tax	\$48.05	\$1,207.99	\$0.00	\$0.00	\$872.32	\$19,684.42
FICA - Social Security	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
FICA Additional Medicare Tax	\$0.00	\$0.00	\$0.00	\$0.00	\$872.32	\$19,684.42
Fica Medicare	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Michigan Tax	\$28.57	\$657.40	\$0.00	\$0.00	\$872.32	\$19,684.42
Deductions after Federal Tax						
GEOC Dues	\$19.75	\$405.10	\$0.00	\$0.00	\$963.35	\$19,758.76
Total:	\$197.51	\$4,040.15	\$323.91	\$5,494.47		