



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 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 2020

Organizing in 2020 during Covid-19 was challenging for everyone on many levels. For GEOC it meant fighting to support graduate workers on campus and protect our rights at the same time. We wanted to share with you what we have been up to since Covid began. Get involved by emailing geocwsu@gmail.com.

Covid 19 Petition and Negotiations with Admin

Following campus shutting down in March, GEOC leadership immediately began to figure out the best way to support graduate workers on campus. This involved supporting the immediate needs of graduate students who didn't get contracts on time or were paid incorrectly. It also involved making long term plans to support graduate workers as they finish their program on campus. We created a list of demands that we believe will help graduate workers impacted by the pandemic. Our demands include a bridge year / time clock extensions for all graduate workers, financial support while working from home, support for international students, time-off protections and more. We are currently negotiating with admin for these protections.

Anti-policing Committee

In response to the death of George Floyd, GEOC leadership began to build a coalition on campus that works to disassociate ourselves with DPD and create a platform for activists to talk about the work going on in Detroit. This committee is still in the early planning stages but committee leaders have been actively building coalitions with community organizations and on campus leadership.

Title IX Working Group

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 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 will be supporting 5 survivors this year and will be working to secure more funding to support more graduate workers in the future.

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. Read below to learn about the issues important to each steering member and why they are a member of GEOC.

Molli Spalter - President - Department of English

I am a member of GEOC because I recognize the crucial role the Union plays in improving the lives of graduate workers! The union ensures that graduate workers have safe working conditions, are compensated fairly, and are protected! While all labor issues that impact the lives of graduate workers are important to me, I spend much of my time focused on sexual harassment prevention and anti-racist policies on campus.

Shelby Cadwell - Vice President - Department of English

Shelby Cadwell is a fifth year Ph.D candidate in the English, with a focus in film and media studies. She has been a union steward for a year and is now also a member of the bargaining subcommittee. Shelby became interested in union leadership after seeing what collective action was able to accomplish both in her home department and in GEOC's last contract bargaining. Her thoughts on union organizing can be summed up in these lyrics from The Coup: "You ain't supposed to know it's opposable/We are not disposable."

Jamie McQuaid - Treasurer - Department of History

I am a member of GEOC because I recognize that graduate student workers, as among the most vulnerable employees in academia, need the crucial benefits and protections only afforded through collective bargaining and union solidarity. An injury to one is an injury to all; with this in mind, I would say the issues closest to my heart are workplace safety, combatting discrimination in all of its forms, and fighting harassment on and off the job.

Anna Lindner - Secretary - Department of Communications

Anna is a second-year doctoral student in the Communication Department. Her work on historical approaches to intersectional feminisms, slavery, and resistance and experiences with pedagogical activism led to her current research in critical whiteness studies. She became involved with GEOC to continue the legacy of Detroit labor unions and enact her commitment to scholarly activism.

M. Colleen McDaniel - Grievance Officer - Department of Psychology

I am a member of GEOC because graduate school is hard enough without having to worry about being able to support myself and feel safe in my working conditions. GEOC provides protections for graduate students through shared information, access to resources, direct action, and social support. There are many issues that face graduate workers of different identities and backgrounds! The issues that I am targeting are sexual violence prevention and response; access, education, and resources for mental health; and anti-racist policies on campus.

STEERING COMMITTEE

Sudeshna Biswas - International Chair - Department of Biology

I am a doctoral candidate at WSU. Above that I am an international scholar. The first thing that came into my mind after moving here is academic security. During the day of orientation(2017) I was introduced to GEOC and the voluntary effort that every member is putting for the security and survival of graduate students. I really understand the value of this work and wanted to be a part of it to build a strong community that can support each other during a crisis. And boom ! here we are. Working for graduate students rights, equality, safety, security. I can go to bed everyday knowing that my paycheck will be deposited on time, my job is secured, my rights are protected at Wayne State. And this is made possible by GEOC !! Most concerning issue to me is international students' academic safety. We all know how sensitive it is to be an international graduate student. Visa issues and immigration are hot topics every day ! Beside my main role, I am also volunteering for a safe school restart program. Working with other fellow members to make sure GTAs are safe and covered at work place.

Elizabeth Drake - Communication Chair - Department of English

As a graduate student & worker, I have all too often experienced abuses of power and I believe that it is through organizing groups (like GEOC!) that I can be a part of designing solutions to empower the disempowered. I am dedicated to serving those who experience any form of institutionalized violence, especially racism and sexual and gender-based violence.

Isaac Pickell - Political Action Chair - Department of English

I joined GEOC because it was my first ever opportunity to be a union member and after believing in the mission of unions in the abstract I was curious to engage with one directly. I remain a member, and an active one, because I've seen first hand how GEOC is perhaps the only group of any sort on campus that advocates for all its members regardless if we are the "right" organization to handle a specific situation. There's no problem, opportunity, or question that "isn't union business," because GEOC engages the graduate student worker as a person, not a number. What issues are important to you? Providing an equitable and secure environment for all graduate student workers, one where organizations like GEOC don't have to constantly advocate for just treatment for its members.

Sean O'Brien - Bargaining Chair - Department of History

I'm a member of GEOC because I care about the standards of work and the protection of the labor of my fellow graduate students. Violence, gender disparity, sexual and racial discrimination and the balance of power are a handful of issues that are important to me.

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.

Anthropology	Laura Sutherland
Art & Art History	Kristen Canda
Biological Sciences	Sudeshna Biswas, Katie Dwyer, Mahmoud Suliman
Business	STEWARD NEEDED
Biomedical Engineering	Samuel John
Chemical Engineering	STEWARD NEEDED
Chemistry	Benga Adeniran, Zach Devereaux ***
Civil Engineering	STEWARD NEEDED
CMLLC (languages)	STEWARD NEEDED
Communication	Ariel Seay, Jade Metzger, Sarah Walker
Computer Science	STEWARD NEEDED
Economics	Bonnie Johnson
Education	STEWARD NEEDED
Electrical Engineering	STEWARD NEEDED
English	Elizabeth Drake, Elia Hohausser-Thatcher, Molli Spalter
Graduate School GSAs	Amanda Levitt
History	Jamie McQuaid
Industrial Engineering	Elham Taghizadeh
Library / Information Science	STEWARD NEEDED
Mathematics	Christian Frank
Mechanical Engineering	STEWARD NEEDED
Nursing	Donulae Knuckles
Nutrition and Food Science	Sumit Paudel
Physical Education / Kinesiology	STEWARD NEEDED
Physics & Astronomy	Isaac Mooney, Rhiannon Partington
Political Science	STEWARD NEEDED
Psychology	Breanne Helmers, Colleen McDaniel, Marina Fodor
Sociology	KB Mokoene

***More stewards needed

GEOC COMMITTEES

Committees 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.

2020 Bargaining Team

Anti-policing Committee

Title IX Working Group

Sexual Harassment Committee

Restart Committee (Covid)

Health Care Committee

Harassment / Discrimination Committee

Housing Committee

LGBTQ Committee

Parenting Committee

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 to get involved!

WAYNE STATE UNIVERSITY
9M Bi-Weekly Payroll Schedule for University-Year Personnel
2020-2021

9M FACULTY AND GRADUATE ASSISTANTS			
PAY PERIOD NO.	CHECK DATE	SERVICE PERIOD	DEDUCTIONS
FALL TERM : August 19th - December 31, 2019			
17	08/19/20	08/18/20 - 09/01/20	X
18	09/02/20	09/02/20 - 09/15/20	X
19	09/16/20	09/16/20 - 09/29/20	X
20	09/30/20	09/30/20 - 10/13/20	X
21	10/14/20	10/14/20 - 10/27/20	X
22	10/28/20	10/28/20 - 11/10/20	X
23	11/11/20	11/11/20 - 11/24/20	X
24	11/25/20	11/25/20 - 12/08/20	X
25	12/09/20	12/09/20 - 12/22/20	*
26	12/23/20	12/23/20 - 12/31/20	X
WINTER TERM: January 1st - May 14, 2020			
1	01/06/21	01/01/21 - 01/14/21	X
2	01/20/21	01/15/21 - 01/28/21	X
3	02/03/21	01/29/21 - 02/11/21	X
4	02/17/21	02/12/21 - 02/25/21	X
5	03/03/21	02/26/21 - 03/11/21	X
6	03/17/21	03/12/21 - 03/25/21	X
7	03/31/21	03/26/21 - 04/08/21	X
8	04/14/21	04/09/21- 04/22/21	X
9	04/28/21	04/23/21 - 05/06/21	*
10	05/12/21	05/07/21 - 05/14/21	X

**No deductions Except for Taxes, Retirement, Some Union Dues, and Court Orders*

1/4/2018

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). Check that you’ve received this year’s 3.1% negotiated raise. If you have
 - 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 11, 2018 and April 29, 2019.
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.
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.

Other Services

Detailed Schedule

TravelWayne

Bill/Account Summary

Access OneCard Account

RESOURCES

Q

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

Search Academica

Q

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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!



Read more

Like (1) Dislike (0) Comment (0)

HAVE YOU EVER WANTED TO BUILD YOUR OWN MOBILE APP?

Richard Lerman in 2 streams · 5h



Academica » Pay Stub

Search Academica



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

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				\$7,670.15
	Retroactive Pay	1				\$40.31
	Total:				\$963.35	\$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 Eyemed Vision Insuranc	\$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		