

KEY BENEFITS FOR PHD STUDENTS

APRIL 17, 2024

Below are key benefits provided to PhD students in the bargaining unit as defined by the collective bargaining agreement (CBA) as well as those Northwestern is extending to PhD students outside of the bargaining unit at its discretion.

Note that PhDs are full-funding programs that guarantee at least 20 quarters of funding.

Key Benefit	Eligible per CBA	NU Discretionary Benefit Extension on Sept. 1, 2024	Benefit Due
\$1,000 Ratification Bonus	Students performing instructional or research services (in the bargaining unit) on the date of ratification (March 15, 2024)	N/A	Pay period after ratification (April 2024)
Health, Vision & Dental Individual Premium Coverage	Students in full-funded programs performing instructional or research services (in the bargaining unit) and in the period of guaranteed funding per offer of admission	All PhD students during any period of full funding, guaranteed or not	March – August insurance opt-in deadline was April 15, 2024 Academic year 24-25 opt-in begins in July 2024
June 1, 2024 Minimum Base Stipend Increase	Students in full-funded programs performing instructional or research services (in the bargaining unit) and in the period of guaranteed funding per offer of admission on June 1, 2024 <u>New minimum stipend:</u> Non-Kellogg PhDs: \$41,000 Kellogg PhDs: 2 nd years - \$45,500 3 rd years - \$43,000 4 th years - \$45,000	N/A	June 2024 pay period
Continued Summer Quarter 2024 Minimum Base Increased Stipend Pay (\$41,000/year)	Students in full-funded programs performing instructional or research services in July 2024 and August 2024	N/A	July 2024 and August 2024 pay periods

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Key Benefit	Eligible per CBA	NU Discretionary Benefit Extension on Sept. 1, 2024	Benefit Due
\$100 Annual Multipurpose Payment	Students in full-funded programs performing instructional or research services (in the bargaining unit) for the first time during the year and in their period of guaranteed funding	Students in full-funded programs performing instructional or research services (in the bargaining unit) for the first time during the year (This includes students on banked or extended funding)	Initially, the May 2024 pay period for everyone in the bargaining unit since ratification Those who begin offering services in future terms will be paid by the end of the first quarter in which they enter the bargaining unit
TGS Childcare Grant Increases	Eligible TGS students in full-funded programs performing instructional or research services (This includes all PhD students in the bargaining unit)	All eligible TGS PhD and MFA students in full-funded programs as of the Spring Quarter 2024 application period (Do not need to wait until Sept. 1, 2024)	Immediately
Sept 1, 2024 Minimum Base Stipend Increase	Students in full-funded programs performing instructional or research services (in the bargaining unit) and in the period of guaranteed funding per offer of admission <u>New minimum stipend:</u> Non-Kellogg PhDs \$45,000 Kellogg PhDs: 2 nd years - \$47,663 3 rd years - \$46,125 4 th years - \$45,000	All PhD students during any period of full funding, guaranteed or not Minimum stipends remain the same	September 2024 pay period