

Unionization Improves the UC Academic Student Employee (ASE) Experience



UAW 2865

BEFORE UNIONIZATION

AFTER UNIONIZATION

Wages

Wage increases were unpredictable and determined unilaterally by UC.

ASE wages have increased at least 74% since the union was formed in 1999. In the 2022 union contract, ASEs won an additional 55%-80% increase over 2 years and established guaranteed experience-based pay increases.

Fee/Tuition Remission

UC waived only 60% of in-state fees at their discretion.

UC waives 100% of in-state tuition and student services fees and \$300 per year of campus fees (all campus fees beginning Fall 2023), for graduate TAs/GSIs, readers, and tutors and undergraduate TAs/GSIs. The 2022 union contract codified the practice of remitting NRST for post-candidacy graduate workers.

Health Benefits

Quality of benefits varied by campus.

UC pays 100% of premiums for consistent, trans-inclusive health care for all ASEs. In the 2022 contract, ASEs won first-ever remission of dependent healthcare, covering single-parents or single-income households that fall above the free Medi-Cal coverage threshold.

Childcare Benefits

No guarantee of childcare subsidies or other benefits for ASEs.

Childcare subsidies of \$1,350/quarter (\$2,025/semester), increasing to \$1,400/quarter (\$2,100/semester) in 2024. Paid leave for child care emergencies. Lactation support.

Leaves (Including Paid Parental Leave)

No guarantee of leave benefits for maternity, family, medical, bereavement or other reasons.

Salaried ASEs receive:

- 8 weeks paid parental leave at 100% pay for both birthing and non-birthing ASEs
- 8 weeks paid long-term medical care leave for serious illness of an ASE or family member
- 2 days per quarter (3 days per semester) of paid short-term leave for personal illness and/or disability, family emergency, or immigration-related issues like visa renegotiation or hearings for the ASE or their family members
- 5 days of paid bereavement leave for each occurrence

Transit Benefits

UC unilaterally set all parking and transit policies. No guaranteed transit benefits.

In the 2022 contract, ASEs won first-ever transit benefits, including a commitment from UC to provide fully-funded transit passes at all campuses and up to \$50/month at campuses that do not yet have passes.

Non-Discrimination and Inclusive Campus Environment

Instances of discrimination, harassment, and exclusion handled through UC offices or state and federal agencies, which were time consuming, costly, and without representation by elected peer union reps.

Industry standard-setting protections against all forms of discrimination, harassment, and bullying. A grievance process with clear timelines — separate from the Title IX process — to resolve abusive or discriminatory conduct and the right to appeal to a neutral arbitrator. The right to survivor-centered interim measures and remedies after reporting in order to continue working in a safe environment.

Become a member of the UC Student Workers union!

(510) 549-3863 | organize@uaw2865.org | www.uaw2865.org

BEFORE UNIONIZATION**AFTER UNIONIZATION****Workload Protections**

No recourse for assignments requiring 50% TAs to work more than 8 hours/day, 20 hours per week, and 220 hours/quarter (340/ semester).

TAs/GSIs with 50% appointments may receive relief or additional pay if assignment requires more than 220 hours of work/quarter (340/ semester)

Appointment Security

No guaranteed appointment length and appointments could be unilaterally withdrawn after being offered.

If an appointment is withdrawn after being accepted, UC must provide an equivalent position or pay and benefits.

Discipline and Dismissal

ASEs could be disciplined or dismissed arbitrarily or “at will.”

UC must prove just cause in order to discipline or dismiss ASEs. This means that all discipline must be fair and cannot be arbitrary.

Access Needs

UC had unilateral control over accommodations for workers with disabilities.

ASEs have the right to receive accommodations for access needs. UC must engage in an interactive process that allows the worker to determine what accommodations they need. UC must provide interim accommodations immediately without requiring medical documentation to do so.

Health and Safety

UC unilaterally set and enforced health and safety standards.

ASEs have the right to work in a healthy and safe environment.

Dispute Resolution

No neutral, fair contractual dispute resolution process. UC Admin decided disputes.

All workplace disputes are resolvable by a fair and expedient grievance procedure and, ultimately, appeal to a neutral arbitrator.

Fighting for Immigrant and International Students’ Rights

No unified ASE voice in campus, system-wide, state, or national policy making.

Through the union, UC International ASEs and allies have a powerful voice in local and national policy-making. We’ve helped: eliminate discriminatory International Student Fees; keep down the cost of UC Non-Resident Tuition; pass the California DREAM Act; fight discriminatory restrictions on OPT work opportunities; and fight anti-immigrant efforts to restrict student and H-1B visas and ban travel to countries with majority Muslim populations.

Expanding State Funding for UC

No unified ASE voice in state or national policy making.

Through the union, UC ASEs and allies helped win and maintain the CA “Millionaires Tax” to help generate additional State funding for UC and have successfully lobbied for greater federal research funding.

Keeping Fees/ Tuition Down

No unified ASE voice in UC system tuition and fee setting process.

Through the union, UC ASEs and allies have successfully fought fee/tuition hikes.

Become a member of the UC Student Workers union!

(510) 549-3863 | organize@uaw2865.org | www.uaw2865.org