

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 45% – even more for Readers, Tutors, and Summer Session TAs/GSIs – since the union was formed in 1999. In the 2018 union contract, ASEs won a 12% wage increase over 4 years.
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, as well as \$300/year of campus fees, for graduate TAs/GSIs, readers, and tutors and undergraduate TAs/GSIs.
Health Benefits	Quality of benefits varied by campus.	UC pays 100% of premiums for consistent, trans-inclusive health care for graduate TAs/GSIs, readers, and tutors.
Childcare Benefits	No guarantee of childcare subsidies or other benefits for ASEs.	Up to \$3,300 per year in childcare cost reimbursement; paid leave for child care emergencies; reasonable break time and facilities for lactation, and adequate, clean, private space for storing a pump and insulated container; right to participate in Dependent Care Reimbursement and other campus Childcare Programs.
Leaves (Including Paid Parental Leave)	No leave benefits for maternity, family, medical, bereavement or other reasons.	Salaried ASEs receive: <ul style="list-style-type: none"> • 6 weeks paid maternity leave • 4 weeks of paid parental leave for non-birthing parent • 4 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.
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.	Strong protections against all discrimination/harassment. Discrimination & sexual harassment complaints can be resolved via neutral, fair grievance/arbitration process as well as UC, state, & federal processes. ASEs have the right to survivor-centered interim measures and remedies after reporting harassment in order to continue working and learning in a safe environment. ASEs have right to be represented by peer union rep.

If you have a concern, problem or question related to your work at UC, contact your 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.

Evaluations & Employment Files

No guaranteed access or right to respond to evaluations or other content in an ASE’s employment file.

ASEs have the right to inspect and respond to evaluations and other content of their employment files.

Paid Training

UC decided whether required training was part of paid work time.

UC must provide pay for any required training for ASEs.

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.

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.

Helping other ASEs Win Collective Bargaining Rights

No unified ASE voice in state or national policy making.

Through the union, UC ASEs helped their colleagues at Columbia University win a landmark decision extending the right to unionize to private universities and helped pass SB 201 in the CA legislature—extending those rights to UC Research Assistants.

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