

**Teaching Assistants, Readers and Tutors Ratify Historic 4<sup>th</sup> Contract with  
University of California**  
*UAW Contract Sets New National Precedents*

**CALIFORNIA.** Members of UAW Local 2865 voted by a 96% margin to ratify a new contract yesterday, ending three days of voting state-wide. The contract, agreed to tentatively by the UAW's bargaining team early in the morning on October 1<sup>st</sup>, will last two years. The agreement represents a major improvement in the working conditions for academic student employees (ASEs) at the University of California (UC). "In many areas, this contract sets exciting new precedents for workers' rights and benefits both nationally and at the University of California," said Meaghan Chadwick, tutor and bargaining team member from UC Merced.

The agreement includes:

- 5% across-the-board wage increases,
- historic provisions for paid personal, sick, bereavement and family leaves for salaried ASEs,
- the nationally precedent-setting provision of fee remission to undergraduate academic student employees who work as teaching assistants
- the extension of vision and dental care to graduate ASEs on all campuses,
- groundbreaking childcare subsidies for all ASEs,
- cutting-edge protections against discrimination on the basis of gender identity and pregnancy,
- enforcement of workload rights by appeal to a neutral third-party,
- enhanced employment rights and transparency in hiring and working conditions.

Local 2865 represents over 12,000 teaching assistants, graders and tutors on the nine teaching campuses of the University of California. ASEs provide a majority of the face-to-face instruction to undergraduates at UC. This agreement is the fourth the UAW has negotiated with UC since winning recognition and collective bargaining rights in 1999.

Visit the union's website for contract highlights and a copy of the new contract:

*[www.uaw2865.org/rights/contract.php](http://www.uaw2865.org/rights/contract.php)*

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