

Unionization Improves the UC Academic Student Employee (ASE) Experience



**UC STUDENT
WORKERS UNION**
UAW 2865

| | BEFORE UNIONIZATION | AFTER UNIONIZATION |
|---|--|---|
| Wages | Wage increases were unpredictable and determined unilaterally by UC. | ASE wages increased at least 45%--even more for Readers, Tutors, and Summer Session TAs/GSIs-- since the union was formed in 1999 (compared to 34% for RAs over the same period). In our 2014 contract, we won a 17% 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 some non-resident tuition, for graduate GSIs, readers, and tutors and undergraduate GSIs. |
| Health Benefits | Quality of benefits varied by campus. | UC pays 100% of premiums for consistent, trans-inclusive health care for graduate GSIs, readers, and tutors. |
| Childcare Benefits | No guarantee of childcare subsidies or other benefits for ASEs. | Up to \$3,600 per year in childcare cost reimbursement; paid leave for child care emergencies; reasonable break time and facilities for expressing breast milk, and adequate, clean, private, space for storing a pump and insulated container; right to participate in Dependent Care Reimbursement and other campus Childcare Programs. |
| Maternity/ Parental/ Family/ Medical/ Bereavement Leave Benefits | No leave benefits for maternity, family, medical, bereavement or other reasons. | Salaries ASEs receive: <ul style="list-style-type: none"> • 6 weeks paid maternity leave • 4 weeks paid family/ parental leave/ long-term medical care leave • 3 days paid bereavement leave • Up to 4 months unpaid pregnancy leave (with paid health benefits) |
| 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. |
| Appointment Security | No guaranteed appointment length and appointments could be unilaterally withdrawn after being offered. | If an appointment is withdrawn after being accepted, UC must provide an equivalent position or pay and benefits. |
| 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. |
| Paid Training | UC decided whether required training was part of paid work time. | UC must provide pay for any required training for ASEs. |

BEFORE UNIONIZATION

AFTER UNIONIZATION

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 right to be represented by peer union rep. ASEs also have right to request access to all gender restrooms within a reasonable distance of their work assignment.

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).

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.

Health and Safety

UC unilaterally set and enforced health and safety standards.

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

Workspace and Instructional Support

UC unilaterally decided whether to provide ASEs the of workspace, materials, and support necessary to carry out job duties.

ASEs have guaranteed access to the workspace, materials, and support necessary to carry out their work effectively and cannot be required to pay out-of-pocket.

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.

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