

Last updated: 12/16/22

This document and all linked documents describe a rapidly evolving situation. Therefore we will constantly update these pages.

Proposals from UC of 12/15/22

Duration of potential contract: 2.5 years.

Wages

[See full analysis of the 12/15/22 wages article here](#)

ASEs - TAs/GSIs

12 month appointments not guaranteed. For 9-month appointments (quarter campuses) and 10-month appointments (semester campuses) by October 2024:

Davis, Irvine, Merced, Riverside, Santa Barbara, Santa Cruz, San Diego:

- Base wage of \$25,000 - 90 days from contract ratification
- Base wage of \$29,125 - effective October 1, 2023
- Base wage of \$34,000 - effective October 1, 2024

Berkeley, Los Angeles, San Francisco:

- Base wage of \$25,000 - 90 days from contract ratification
- Base wage of \$31,265.50 - effective October 1, 2023
- Base wage of \$36,486.84 - effective October 1, 2024

Institutes Experience-Based Step System for salaried ASEs. ASEs with at least two semesters/ three quarters experience will see a 3% raise. ASEs with four semesters/ six quarters experience will see a further 3% raise.

ASEs - Tutors and Readers

- Hourly wage increase by \$1.50 - 90 days from contract ratification
- Hourly wage increase by \$1.00 - effective October 1, 2023
- Hourly wage increase by \$1.00 - effective October 1, 2024

SRs

For 12-month appointments, all campuses except San Francisco:

- Base wage of \$30,540.00 - 90 days from contract ratification
- Base wage of \$32,495.00 - effective October 1, 2023
- Base wage of \$34,564.50 - effective October 1, 2024

For 12-month appointments, San Francisco:

- Base wage of \$45,320 - 90 days from contract ratification
- Base wage of \$47,196 - effective October 1, 2023
- Base wage of \$48,220.48 - effective October 1, 2024

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Standardizes a step-system for fellows, trainees, and GSRs of six steps with **7.75%** increases between each step. This proposal also institutes **Experience-Based Step increases**. Effective October 1, 2023, Student Researchers with at least two semesters / three quarters worked, will be placed at **Step 2** or higher. SRs with at least four semesters/six quarters worked, will be placed at **Step 3** or higher.

NRST

[See full analysis of the \(NRST\) fee remission article here](#)

For both ASEs and SRs, UC agreed to write into the contract the existing three-year post-candidacy waiver for graduate doctoral student workers.

Childcare

[See full analysis of the childcare article here.](#)

Childcare subsidies for children age 12 or under:

ASEs

- \$1350/quarter or \$2025/semester childcare subsidy - effective first quarter following contract ratification
- \$1375/quarter or \$2062.50/semester - effective October 1, 2023
- \$1400/quarter or \$2100/semester - effective October 1, 2024
- Summer Session 2023: \$1350 reimbursement for ASEs with at least 25% appointment
- Summer Session 2024: \$1375 reimbursement for ASEs with at least 25% appointment

SRs

Childcare subsidies per fiscal quarter (3 month periods year round)

- \$1350 per fiscal quarter - effective first quarter following contract ratification
- \$1375 per fiscal quarter - effective October 1, 2023
- \$1400 per fiscal quarter - effective October 1, 2024

Dependent Healthcare

[See full analysis of the dependent healthcare proposal here.](#)

For ASEs and SRs,

- 100% dependent health insurance premium remission for child dependents if ASE's income exceeds Medi-Cal eligibility.
- If combined household income from ASE and spouse exceeds Medi-Cal eligibility, the ASE's child dependents are not eligible for UC health insurance premium remission.

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Disability Access

[See full analysis of the 10/17 TA'd "Reasonable Accommodations" article here.](#)

- No changes in language regarding access needs, maintaining these provisions as “reasonable accommodations”
- No changes in language regarding medical documentation, requiring ASEs to provide documentation of a disability
- Language specifying that students may bring a union representative to discuss accommodations with University representatives
- “Temporary Work Adjustment” language allowing for supervisors/department administrators to implement work adjustment until accommodation decision process is completed

[See our guide to ratification, impasse, and ending the strike here.](#)