

The membership of the UC Student-Workers Union (UAW Local 2865) has ratified the tentative agreement that the Bargaining Team reached with the University of California Administration.

Here is a summary of the offer:

- **Higher Wages and First-Ever Partial Waiver of UC Campus Fees:** 3% per year wage increases + \$300 per year waivers of the campus fees + \$100 lump sum payment in Fall 2018. For the typical ASE, this economic package is equivalent to a 3.6% increase in take-home pay.
- **Expansion of Family-Friendly Benefits:** \$200 per quarter (\$300 per semester) increases in the Childcare Subsidy, bringing the total childcare subsidies up to \$1,100 per quarter (\$1,650 per semester). Improved standards for lactation stations and a map of such stations on UC's website.
- **New protections against sexual harassment and racial discrimination:** Interim measures so that student-workers who have reported harassment or discrimination can continue working and learning in a safe environment, the right of student-workers to choose to use the Union grievance process concurrently with a Title IX investigation, and survivor-centered remedies.
- **New immigration-related rights and protections:** paid leaves for our members to attend to immigration-related appointments and hearings for themselves or family members. UC will notify the worker and our union whenever an immigration official makes an inquiry regarding one of our members. The university will also have to affirmatively request any immigration officials to follow the law, and to present valid warrants in order to enter campus. Any worker who loses work authorization due to changing immigration laws will now be contractually guaranteed a meeting with supervisors upon regaining status to work together to find adequate reemployment.
- **Accommodations for Workers with Disabilities:** a guaranteed right to reasonable accommodations for workers with disabilities that requires the input/consent of the student-worker.
- **Expanded Union Orientation Rights:** To fight the Supreme Court's attacks on our union in the *Janus* case, we have won expanded union orientation rights, including the right to hold make-up sessions with ASEs who do not attend initial union orientation and a requirement that all new ASEs must attend union orientation and get paid for it.
- **Committee to Address Effects of Campus Policing on ASE Working Conditions:** In light of incidents of police brutality in the UC system, we have won the right to meet with UC management to discuss and address the effects of campus policing on the working conditions of Academic Student Employees.
- **All-Gender Restroom Expansion:** Requirement that all single-occupancy restrooms be converted to all-gender, and each campus shall provide a map of all-gender restrooms on their website.

Here is a comprehensive update of all parts of the contract with changes (Every other article is [current contract language](#)). You can click the links to see the actual contract language:

Article 1: Recognition

- Added a group of Readers at UCLA, removed unused Merced job codes

Article 2: Appointment Notification

- Appointment notification by email
- Expanded notification items in appointment letters, including lactation support, disability accommodation, childcare reimbursements, and the union website

Article 4: Childcare reimbursement

- Reimbursement increased from \$900 per quarter (\$1350 semester) to \$1100 per quarter (\$1650 semester). Summer session also raised to \$1100.

Article 6: Defined Contribution and University Retirement Plan(s)

- Clarifies that UC can alter the fees associated with retirement plans, but only after notice and conference with our union.

Article 8: Discipline & Dismissal

- Allows notification of potential discipline by email, and makes clear that if a worker is placed on investigative leave, that their co-workers workload limits still apply.

Article 11: Fee Remission

- Partial waiver of \$100 per quarter (or \$150 per semester) of campus fees, starting in Winter Qtr / Spring Semester of 2019.
- Signing bonus of \$100 for the Fall quarter to offset delay in waiver implementation after contract ratification.

Article 12: Grievance & Arbitration

- Clarifies and refines the filing requirements and arbitration process.
- Grants either party a free 7 day time extension.

Article 17: Leaves

- Allows for leaves related to immigration appointments & hearings
- All medical and family leave is now paid

Article 20: Non-Discrimination

- Adopts new definitions of gender identity and sexual harassment
- Adds new resolution procedures for all forms of discrimination and harassment (not just sexual harassment). These include:
 - Alternative Resolution for survivors who prefer to attempt informal remedies
 - Interim Measures to protect survivors during investigations
 - Requires remedies to have the consent of the survivor
 - Guarantees a right of representation
- Improved standards for lactation stations, and each campus shall provide a map of such stations on their website
- Requirement that all single-occupancy restrooms be all-gender, and each campus shall provide a map of all-gender restrooms on their website

Article 21: Parking

- Removal of exceptions to this article that applied only at UC Santa Cruz

Article 27: Union Access and Rights

- Substantial revisions to guarantee access to new ASEs at orientations, including a right to a follow up meeting with workers who miss a union presentation the first time
- Union orientation is now mandatory for all new ASEs
- Management is blocked from discouraging attendance at orientations in any way
- Departments and hiring units are explicitly allowed to invite the union to make presentations at other times and places

Article 28: Union Security

- Adjustments to remove fair share fees consistent with the *Janus vs. AFSCME* ruling

Article 29: Wages

- 3% raises every year for four years

Article 32: Workspace and Instructional Support

- Adds teaching supplies and art/performance studio space as required items

Article 33: Duration

- Four year contract expiring on June 30, 2022

Article 34: Reasonable Accommodations

- An entirely new article laying out a process for seeking disability accommodations
- Create joint committee to monitor implementation of reasonable accommodations

Appendix B: Panel of Arbitrators

- Consolidated from two panels to a single statewide panel.

Appendix E: Fee Remission Side Letter

- Removed from contract

Appendix G: Joint Committee on All-Gender Restrooms

- Removed but superseded by stronger language in Article 20.

Appendix H: Instructional Opportunities Committee Side Letter

- Removed, but see the new Immigration Side Letter

Appendix I: Membership Election Form

- Added to the contract a mandatory version of the MEF to hand out to new ASEs when they get their hiring paperwork
- New version is cleaner, more compelling to prospective members, and consistent with the post-*Janus* dues requirements.

Side Letter: UCSD Division of Biological Sciences

- Gained new rights and protections for Graduate Instructional Apprentices at UCSD in the Biological Sciences Division

Side Letter: Joint-Committee on Workplace Free from Sexual Harassment

- Creates an ongoing twice-annual joint committee on sexual harassment prevention and response, with the creation of peer led training as a mandatory topic.

Side Letter: Immigration

- Requires the University to notify the union of immigration investigations of ASEs.
- Requires reasonable effort to re-employ an ASE who lost their work status but then regained it.
- Requires a labor-management meeting should changes to immigration policy impact members of our unit.
- Requires the University to send this side letter to any ASE who loses their job due to changes in immigration status.

Side Letter: Policing

- Ensures that effects of campus policing will be the subject of a labor-management meeting within one year of contract start.