



## How collective bargaining has improved ASE working conditions and the UW campus research/learning climate

**Before  
Collective  
Bargaining**

**With Collective Bargaining**

<p style="text-align: center;"><b>Compensation</b></p>	<p>Wage increases were unpredictable and determined unilaterally by UW.</p>	<p><u>An extra \$7,302 per academic year.</u> Average graduate assistant wages have increased by 55% (more than 5% per year). Minimum pay for Summer TAs has increased by 92%, or an additional \$2,374.</p> <p>In addition, UAW - in coalition with community partners - helped secure \$15/hour minimum wage for <u>all</u> workers in Seattle and Bothell, including student workers for whom this represents a 109% increase since before collective bargaining.</p>
<p style="text-align: center;"><b>Fee/Tuition Waivers</b></p>	<p>50% graduate assistant received waiver of 93% of tuition, but had to pay the cost of all existing and any newly-created student fees beyond tuition.</p>	<p><u>Up to an extra \$952 per year (or an additional 4.7% pay increase).</u> Full tuition waivers, including all tuition categories, for ASEs with 50% appointments. Saves a 50% resident graduate assistant up to \$772 per year; saves international and non-resident graduate assistants up to \$952 per year. If a new fee is imposed by students, the University must bargain with the Union. Fees not imposed by students may not be imposed on ASEs with waivers.</p>
<p style="text-align: center;"><b>Health Benefits</b></p>	<p>Several years of unilateral cuts to benefits</p>	<p>No cuts since 2004 <u>and numerous improvements to benefits and network</u>, despite cost of plan to UW increasing by more than 50%. Covered ASEs pay no premium, and student parents now pay <u>\$513 less per year</u> as UW now pays 65% of dependent premiums.</p>

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<p><b>Workers Compensation Coverage</b></p>	<p>UW often classified workplace injuries as “student” claims, which meant ASEs often had to pay out-of-pocket for healthcare necessitated by workplace injuries or conditions</p>	<p><u>Guarantee that all ASEs in bargaining unit are covered by Workers Comp insurance</u> so that they do not have to pay out-of-pocket for healthcare necessitated by workplace injuries or conditions</p>
<p><b>Childcare Benefits</b></p>	<p>No guarantee of childcare subsidies or other benefits for ASEs</p>	<p><u>Up to \$3600 per year in subsidies</u>; 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; web-accessible list of lactation stations.</p>
<p><b>Vacation and Holiday</b></p>	<p>Time off on holidays or for vacation was at the discretion of the department or PI, with requests often denied or ignored</p>	<p><u>4 weeks vacation time off with pay per 12-month appointment</u>, (pro-rated). If required to work on a holiday, ASE must be given another day off with pay.</p>
<p><b>Maternity/Family/M edical Leave Benefits</b></p>	<p>No guaranteed leave benefits for maternity, family, medical or other reasons.</p>	<p>In addition to up to seven days of paid leave, <u>a grad assistant can take up to three months unpaid leave with continued health insurance coverage fully-paid by UW</u></p>
<p><b>Sick Leave</b></p>	<p>No guaranteed sick leave; TAs often had to find someone to cover their classes when sick.</p>	<p><u>Up to seven days sick leave without loss of pay</u>, and the University has ultimate responsibility to cover the work.</p>
<p><b>Non-Discrimination and Inclusive Campus Environment</b></p>	<p>Instances of discrimination/harassment handled through UW offices or state/federal agencies, which were time-consuming, costly, and with no representation by elected peer union reps.</p>	<p>Any instances of discrimination and harassment can be pursued through neutral third-party grievance procedure or UW offices or state/federal process. Contract includes standard categories plus protection from micro-aggressions (“everyday exchanges – including words and actions – that denigrate or exclude individuals based on their membership in a group or class”). Secures access to all-gender bathrooms.</p>

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<p style="text-align: center;"><b>Dispute Resolution</b></p>	<p>No neutral, fair contractual dispute resolution process.</p>	<p>All workplace disputes (including discrimination &amp; harassment) are resolvable by a fair and expedient grievance procedure and, ultimately, <u>appeal to a neutral arbitrator</u>. State and federal agencies can also be utilized for discrimination and harassment claims. <b>UAW Local 4121 recovered over \$6 million in the past few years for ASEs who were receiving less than they were entitled to under the contract.</b></p>
<p style="text-align: center;"><b>Appointment Security</b></p>	<p>No guaranteed appointment length and appointments could be withdrawn after being offered.</p>	<p>RA/TA/GA appointments must be for <u>at least one academic year</u>, when funding is available. If an appointment is withdrawn after being accepted, <u>the University must provide an equivalent position or provide equal pay and benefits</u> for the term of the withdrawn appointment.</p>
<p style="text-align: center;"><b>Paid Training</b></p>	<p>UW decided whether required training was part of paid work time.</p>	<p>UW must consider <u>required training for ASE positions as part of paid work time</u></p>
<p style="text-align: center;"><b>Workload Protections</b></p>	<p>No recourse for assignments that required 50% graduate assistants to work more than 20 hours per week</p>	<p>50% graduate assistants may <u>receive relief or additional pay if given an assignment that requires more than 220 hours of work (average of 20 per week) within a quarter</u>. Those who wish to work more than 20 hours per week are free to do so.</p>
<p style="text-align: center;"><b>Discipline and Dismissal</b></p>	<p>Graduate assistants could be disciplined or dismissed arbitrarily or “at will” at any time.</p>	<p><u>UW must prove “just cause”</u> in order to discipline or dismiss graduate assistants.</p>
<p style="text-align: center;"><b>Employment Records</b></p>	<p>No guaranteed access or right to respond to content in an individual’s employment file</p>	<p><u>ASEs have the right to inspect and respond to content</u> in their employment file</p>

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<p><b>Health and Safety</b></p>	<p>UW unilaterally set and enforced health and safety standards. Some ASEs did not receive the proper training or equipment when requested.</p>	<p><u>ASEs have the right to health and safety training and to proper safety equipment, and cannot be required to perform a hazardous assignment.</u></p>
<p><b>Workspace and Materials</b></p>	<p>Provision of workspace and materials necessary to carry out job duties was up to the university</p>	<p>ASEs have <u>guaranteed access to the space and materials</u> necessary to carry out their work effectively</p>
<p><b>Protection of Academic Quality and Jobs</b></p>	<p>UW decided unilaterally how many TA and other instructional ASEs would be hired each year</p>	<p>ASEs have a clear mechanism for addressing <u>class-size</u>, as well as the <u>criteria and decision-making process</u> for hiring ASEs as part of the Union-Management committee; Through organizing, lobbying, coalition-building and bargaining, <u>the Union has preserved positions and the quality of education at UW.</u></p>
<p><b>International Student Rights</b></p>	<p>No unified ASE voice in state or national policy making</p>	<p>The Union has provided international students at UW to have a powerful voice in local and national policy-making. International ASEs at UW have helped: <u>pass the Washington DREAM Act; stop the state from imposing an additional surcharge on international student tuition; win full waiver of the International Student Fee for 50% ASEs, fight against a discriminatory restriction on OPT work opportunities, and push back against anti-immigrant efforts to restrict student visas.</u></p>
<p><b>Protecting Federal Funding for Science Research</b></p>	<p>No unified ASE voice in state or national policy making</p>	<p>Through the Union, ASEs at UW have advocated effectively for federal research funding by: <u>making it a more visible priority in fighting the sequester and helping secure signatures from 39 members of Congress</u> on a letter aimed at saving federal research funding</p>