

Date: March 10, 2023

To: Academic Department Chairs, Deans, Directors, Assistant Deans
Department Business Officers and Staff

From: June Betancourt
Director, Academic Personnel

Re: Implementation of Recent UAW Collective Bargaining Agreements

As you are aware, the University and the United Auto Workers reached agreement in December 2022 regarding four academic employee bargaining units: Postdocs (PX); Academic Researchers (RA); Academic Student Employees (BX); and Graduate Student Researchers (BR). All four contracts were subsequently ratified by the employees in each unit. Although the new contracts went into effect at the time of ratification, various elements of the agreements will be phased in over time. As a result, several questions remain unanswered, however I am writing to both update you on the status of implementation of the various contracts at UCSB based on the most up-to-date information that is available as well as to provide answers to several frequently asked questions. Because the Graduate Student Researchers are newly represented, the implementation of their contract will be more complex than the changes to the other three groups.

Unfinalized versions of some of the contracts have been posted on the UCOP website [Bargaining Units and Contracts](#). Finalized versions will be posted on the UCOP when available.

The Red Binder will be updated to reflect the contractual changes as soon as implementation details are finalized.

Postdoctoral Scholars: Areas of major change include:

- Change to appointment duration
- Range Adjustment increases on April 1, 2023
- New salary scales and changes in timing of annual range adjustments and experience level increases
- Changes to Paid Leave Benefits
- Addition of Child Care reimbursement
- Mandatory New Employee Orientation

The Academic Personnel office hosted two postdoctoral scholar training sessions for staff in February (see memo [here](#)). The PowerPoint presentation is available on our [Training Materials page](#) or directly [here](#). Updated resources will be available on the [AP Resources for Department](#)

[Analysts](#) page. The April 1, 2023 salary scales are posted on the AP [Compensation and Benefits](#) page. Questions may be directed to Billy Ko at billy.ko@ucsb.edu or 805-893-4441.

Academic Researchers: Changes of note include:

- Changes to reappointment duration
- Changes to Assistant Specialist rank qualification guidelines

Changes to this contract were straightforward and no formal training on the new contract will be held. Questions may be directed to Joanna Kettmann at joanna.kettmann@ucsb.edu or 805-893-5048.

Student Employees

Instructional Student Employees (TAs, Associates, etc.)

- Salary increases effective April 1, 2023.
- Move to experience-based steps and pay increase October 1, 2023
- Increases to the Child Care reimbursement program
- Fee remission to include 100% of campus fees effective Academic Year 2023-24
- 100% premium remission of health insurance for child dependents
- New language in offer letters
- Mandatory New Employee Orientation
- Increase in paid leave from 4 to 8 weeks per academic year

Graduate Student Researchers. Newly represented – Unit includes Trainees and Fellows

- Salary increases and change to a six-step salary scale effective April 1, 2023
- Move to experience-based steps and pay increase October 1, 2023
- Increases to the Child Care reimbursement program
- 100% premium remission of health insurance for child dependents
- Addition of Personal Time Off
- Required wording for offer letters
- Transition to GSR salary scale effective October 1, 2023
- Mandatory New Employee Orientation
- Increase in paid leave from 4 to 8 weeks per academic year
- Fee remission to include 100% of campus fees effective Academic Year 2023-24
- 100% premium coverage of health insurance for child dependents

For more detailed answers to questions regarding the student employee contracts please see our current [FAQs](#) which were developed based on the information we have, to date. Additional FAQs will be added as more information is available.

April 1, 2023 salary scales have been posted on the [UCSB Salary Scales page](#). Please look for an announcement about campus training sessions in the near future.

Questions about policy implementation may be directed to: Billy Ko at billy.ko@ucsb.edu

Questions about BX and BR contract interpretation may be directed to: Carly Bobek at carly.bobek@hr.ucsb.edu

Questions related to student financial support packages may be directed to financial@graddiv.ucsb.edu