

August 31, 2018

To: Department Chairs and Academic Business Officers (via SBCHR-L and SBADM-L)

From: Cindy Doherty, Director
Academic Personnel

Re: Ratification of Academic Student Employee (ASE) Contract

The University of California and the United Auto Workers (UAW) have announced the ratification of a new contract to cover Academic Student Employees (ASEs) at UC. At UCSB, ASEs include Teaching Assistants, Associates, Readers and Remedial Tutors. The contract is effective immediately and runs through June 30, 2022.

For the most part, the contract remains the same, but there are some changes of particular note:

Article 29: Wages.

Annual salary increases of 3% for the next four years, beginning October 1, 2018. The October 1, 2018, salary scales will be posted after the campus transition to UCPath. The salary increase will be implemented centrally and will apply to ASEs who begin both September 1 and October 1.

A one-time payment of \$100 will be issued to each eligible ASE effective November 1, 2018. The payment will be processed centrally.

Article 4: Childcare.

The childcare reimbursement provision has increased to \$1,100 per quarter.

Article - 11: Fee Remission.

Effective January 1, 2019, fee remission will be increased by \$100 per quarter to cover campus fees.

Other non-monetary changes include: formation of a joint labor-management committee to address sexual harassment issues and training, a new provision to ensure reasonable accommodations for ASEs with disabilities, the right to short-term leaves for immigration hearing purposes, and enhanced opportunities for the union to meet with new ASEs during mandatory orientation meetings.

Further information regarding implementation of the wage increase and one-time payment will be provided to the campus at a later date.

If you have questions concerning ASE appointments or the new contract, please contact:

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