



ACADEMIC PERSONNEL

UNIVERSITY OF CALIFORNIA, SANTA BARBARA

September 4, 2014

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

From: Carol Genetti, Dean
Graduate Division

John E. Talbott, Associate Vice Chancellor
Academic Personnel

Re: Ratification of Academic Student Employee (ASE) Contract

On June 21, 2014, the University of California and the United Auto Workers (UAW) announced the ratification of a new contract to cover Academic Student Employees at UC. The contract is effective immediately and runs through June 30, 2018.

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

Article 29: Wages.

Annual salary increases begin October 1, 2014, with a 5% raise. Pay increases of 4% will occur on October 1, 2015, and October 1, 2016. The final year of the contract calls for a 3% pay increase on October 1, 2017. The October 1, 2014, salary scales are available on the Academic Personnel web site at

<https://ap.ucsb.edu/compensation.and.benefits/ucsb.salary.scales/2014.15/>.

Article 4: Childcare.

The child care reimbursement provision has increased to \$900 per quarter. The child eligibility age has also increased. Children may now be 12 or under on July 1 to be eligible for reimbursement during the following academic year ending in June. The ASE childcare reimbursement form will be updated to reflect these changes.

Article 17: Leaves.

Pregnancy disability leave has been added. ASE's are eligible for up to four months of unpaid leave, not to exceed the end date of the ASE appointment. Health insurance remission continues during pregnancy disability leave, but not beyond the end date of the ASE's appointment.

Long-term leave for childbirth has been increased to 6 weeks paid leave plus 2 additional unpaid weeks of leave for baby bonding, not to exceed the ASE appointment end date. This runs concurrently with pregnancy disability leave described above. An ASE on approved long-term leave is entitled to partial fee remission and student health insurance (as if they had worked during the 6 weeks of paid leave) as long as they remain otherwise eligible for this benefit of employment. For more information regarding employment eligibility requirements, please refer to the Graduate Division web site at <https://www.graddiv.ucsb.edu/financial/employment/academic-appointments>.

Long-term medical leave taken for reasons other than childbirth has increased to 4 weeks paid leave plus 2 additional unpaid weeks of leave, not to exceed the ASE appointment end date. Again, an ASE on approved long-term leave is still entitled to partial fee remission and student health insurance (as if they had worked during the 4 weeks of paid leave) as long as they remain otherwise eligible for this benefit of employment.

Article 2: Appointment Notification and Article 20: Non-Discrimination in Employment.

Appointment letters must now include a statement about all gender restroom access. For suggested language, please refer to the appointment template letter at <https://ap.ucsb.edu/employment/academic.student.employee.positions/>.

Article 20: Non-Discrimination in Employment.

The contract calls for expanded lactation support for ASEs who are nursing mothers. An ASE must be allowed time, though not during classroom time, for the purpose of expressing milk. The University will also provide space and access for storing milk where such facilities exist for faculty and staff.

Appendix E: Side Letter- Fee Remission.

The University agreed to maintain the status quo with respect to providing an additional \$408/year, and more specifically \$136/quarter, of non-resident supplemental tuition remission as part of the graduate student partial fee remission benefit for qualifying students. Students who have earned partial fee remission as an ASE and have been assessed non-resident supplemental tuition in the same quarter will be provided the \$136 credit.

Campus Training

Campus training for the ASE contract will be held later in September. Additional information on this event will be distributed soon.

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

Graduate Division: Melanie Hoven	melanie.hoven@graddiv.ucsb.edu	x4652
Jennifer Ramirez	jennifer.ramirez@graddiv.ucsb.edu	x4342
Academic Personnel: Cindy Doherty	cindy.doherty@ucsb.edu	x8332
Labor Relations: Staci Richards	staci.richards@hr.ucsb.edu	x4669