**SAMPLE NOTICE OF APPOINTMENT LETTER**

**ASSOCIATE INSTRUCTOR**

**(Last Revised March 2023)**

**Date:**

Dear **[Name of Appointee]**,

Congratulations! This letter constitutes your Written Notice of Appointment as an Associate Instructor –Job Code 1506 in **[Department, Program, or Unit name] for [Quarter(s) and Year].** The effective dates of your appointment will be **[Quarter Begin Date]** when the quarter begins, to **[Quarter End Date]** when the quarter ends, or through the following Wednesday if you are responsible duties related to submission of final grades. The class for which you have been assigned to is **[Course Name and Number *– if known* or To Be Determined]**, and your supervisor will be **[Faculty Supervisor].**

Prior to the start of your appointment, your Faculty Supervisor will provide you with a Description of Duties Form, which describes the specific duties required of you as an Associate Instructor.

**Wages and Fee Remissions**

You will receive a gross salary of $**[Monthly Rate]** at **[Salary Point #]** pro-ratedat **[FTE%].** The [pay period](https://ap.ucsb.edu/compensation.and.benefits/) is from **[Payroll Start Date]** to **[Payroll End Date]**. Salary increases may apply per the General Wages Article in the Collective Bargaining Agreement (CBA).

Academic Student Employee (ASE) wages are established on the appropriate salary scales, which can be found here: <https://www.ucop.edu/academic-personnel-programs/compensation/>.

In any quarter that you are a registered graduate student and hired into an ASE appointment(s) at 25% time or more, you are entitled to a full fee remission of the UC Student Health Insurance Plan (UC SHIP) premium, a partial fee remission of 100% of the annual tuition and student services fees, and other applicable benefits as set forth in Fee Remission Article in the CBA. For additional information regarding quarterly fees and fee remission, please visit: <https://www.graddiv.ucsb.edu/fees-costs>.

The salary and remissions quoted above are consistent with the terms of the current CBA. Please be aware that future wages, terms, and conditions are subject to modification based on the collective bargaining process.

**Workload**

Associate Instructors who are the instructors of record will be responsible for a workload consistent with the normal workload for the course. As required by the [Workload Article](https://ucnet.universityofcalifornia.edu/labor/bargaining-units/bx/contract.html) in the CBA, if you have any concerns regarding your assigned workload during the course of your appointment, you must immediately communicate these concerns to your Supervisor. The Hiring Department either may increase the appointment percentage or may modify your work assignments such that the number of hours worked will be consistent to the appointment percentage/hours normally set forth. Any changes to your appointment are to be communicated in writing between you and the Hiring Department.

**Represented Position**

Your position is covered by the CBA between the University of California and the United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW). A copy of the CBA is available at: <https://ucnet.universityofcalifornia.edu/labor/bargaining-units/bx/contract.html>. Should you require assistance, you may contact the UAW. The University is required to release names and department addresses of all ASEs to the UAW each academic term. A UAW membership election form can be found at: <http://www.uaw2865.org/>.

**New Employee Orientation**

The UAW will host a 30-minute UAW orientation for new ASE employees following the end of the mandatory Fall Quarter Campus-Wide Orientation. Additional information regarding registration can be viewed at <https://id.ucsb.edu/teaching/ta-training/new-tas>. Registration begins in early August.

The UAW will also host a mandatory 30-minute UAW orientation for all new ASEs hired before the Winter 2and Spring Quarters. Additional information will be issued at a later time.

**Accommodations**

ASEs who are disabled or become disabled should notify their Supervisor or Hiring Department to request reasonable accommodations with HR Employee Services at: <https://www.hr.ucsb.edu/hr-units/employee-services/workplace-accommodations>, in advance of their start date or any time during their appointment, in accordance with the [Reasonable Accommodation Article](https://ucnet.universityofcalifornia.edu/labor/bargaining-units/bx/contract.html) in the CBA.

Please contact your Hiring Department as soon as possible after receiving this letter if you anticipate a need for access to a lactation room, all-gender restrooms or a reasonable accommodation during the course of your appointment. For additional information, please see the Non-Discrimination in Employment Article in the CBA. Information regarding the availability for lactation support can be found on the Human Resources website at <https://www.hr.ucsb.edu/hr-units/employee-services/lactation-support-program>.

**Childcare Benefits**

ASEs with an eligible appointment shall be eligible to participate in the Childcare Reimbursement Program in accordance with the Childcare Article in the CBA. Information and related forms can be found at: <https://ap.ucsb.edu/resources.for.department.analysts/graduate.student.appointments/> see Benefits/ASE and GSR Child-care Reimbursement Program.

**Employment File**

The University of California will establish and maintain a file that will contain information related to your employment. New material may be added to your file over the course of your employment. Should you wish to review your employment file, please contact [**Department Administrator Name and Contact Information].**

**Academic Eligibility Standards**

Per University policy, your employment eligibility is contingent upon being a registered student in good academic standing during the same employment quarter. Please refer to Red Binder/Student Academic Titles, Section -IV- 1 for additional information on employment eligibility at: <https://ap.ucsb.edu/policies.and.procedures/red.binder/table.of.contents/>

**Work Authorization**

This offer of employment is contingent upon your ability to prove that you are authorized to work in the United States, as required by the Immigration Reform and Control Act of 1986. Also, the State of California requires that we inform all academic appointees of the Political Reform Act of 1974. This Act prohibits public officials from participating in governmental decisions when personal financial interests may be affected by those decisions. The Act requires that all government employees and officials disqualify themselves from participating in a governmental decision when a financial conflict of interest is present.

**COVID-19 Policy**

As a condition of employment, you will be required to comply with the University of California Policy on Vaccination Programs (<https://policy.ucop.edu/doc/5000695/VaccinationProgramsPolicy>), as may be amended or revised from time to time. Federal, state, or local public health directives may impose additional requirements.

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Please sign and date below to indicate you understand and accept the terms of your appointment and return one copy to [**Department Administration Name and Contact Information]**, your hiring contact. Failure to return a signed letter by **[Date]** constitutes rejection of this offer**.**

I wish you much success as an Associate Instructor and on behalf of the University I thank you for assuming this important responsibility.

Sincerely,

**[Head of Hiring Department, Program, or Unit]**

For Academic Student Employee:

I have read and accept the terms of the appointment given in this letter.

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Name Signature Date