



UAW LOCAL 2865

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Initial Bargaining Demands for 2022 Academic Student Employee Negotiations

The COVID-19 pandemic and the relentless rise in the cost of living in California has exposed and exacerbated deep inequalities in access to higher education. These demands reflect the unwavering commitment of 19,000 Academic Student Employees to improve equity and serve the public through research and education. Our labor is essential to making UC the country's leading public university system, and better working conditions for Academic Student Employees will enhance and improve public higher education.

- **Pay all ASEs a living wage to recruit and retain a diverse workforce:** Increase compensation to recruit and retain a diverse workforce that keeps the UC system a top-tier institution and competitive with peer institutions. Provide more pathways for accurate, timely and more frequent pay. Improve benefits, including health care and retirement programs.
- **Eliminate rent burden so that no ASE pays more than 30% of their income in housing; housing is a workplace issue:** Provide all ASEs with affordable and quality housing near work and housing subsidies appropriate to the local cost of living in order to reduce climate impacts, promote environmental justice, and improve diversity at UC and protect affordability and housing security in the broader community. Guarantee University housing for ASEs who face discriminatory housing practices.
- **Cover all tuition and fees; no ASE should pay to work at UC:** Provide all ASEs with full tuition and fee waivers, including in-state tuition, Non-Resident Supplemental Tuition, campus fees, and professional fees.
- **Fully remit dependent health care, expand paid parental leave, and cover the full cost of childcare for all ASEs:** To promote gender equity, provide affordable healthcare for dependents, expand childcare support, expand paid leave, and provide access to University childcare facilities.
- **Create conditions that promote an inclusive, diverse, and safe workplace for all ASEs by supporting ASE-led peer trainings and retention measures:** Stop discrimination, harassment, and bullying of all forms, including by providing peer-led training on prevention and improved response options. Improve campus climate, support underrepresented groups, and expand education/training on countering intersectional forms of oppression. Improve funding opportunities and resources for scholars from marginalized communities to increase diversity and better support ASEs.
- **Increase support for International, Undocumented, Immigrant and Non-Citizen ASEs:** Waive Non-Resident Supplemental Tuition. Provide financial support for visa and immigration costs, appointments, and hearings. Expand paid leave for visa and immigration-related appointments, provide support for moving to the US (including campus housing access). Provide free tax and legal assistance. Waive all campus-based English Proficiency Exam Fees and Provide Reimbursement for all costs of mandatory language-based employment requirements. Expand UC's Sanctuary Policy.



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- **Improve options and processes to meet the access needs of disabled ASEs:** Improve options, processes, and rights to meet the access needs of disabled ASEs. Provide centralized resources for all ASEs' accommodations needs. Create decision-making bodies for access policies that include impacted ASEs.
- **Provide free access to public transportation for all ASEs, and work toward zero-emission campuses:** Provide free access to public transportation for all ASEs year round and provide sustainable parking opportunities. Provide workplace resilience to environmental events and protect ASEs against hazards brought on by climate change. Upgrade campus infrastructure to zero-emission. Expand bike infrastructure on campus. Include ASEs on decision-making bodies for UC sustainability initiatives.
- **Promote real campus safety by divesting from police and investing in UC communities:** Divest resources from campus policing to improve campus safety for all ASEs and redirect UCPD resources to mental health facilities and alternative campus safety programs.
- **Expand job security by increasing appointment lengths and improving the transparency and efficiency of hiring processes:** Improve appointment security and lengths to match departmental educational and workforce needs, and to remove the burden and delays of appointment assignments. Improve hiring processes for all ASEs, including posting processes.
- **Establish limits on class sizes and workload that promote quality educational outcomes:** Establish class sizes, workload, and appointments attuned to departmental educational goals and needs. Strengthen the regulation of class sizes and workload for ASEs. Establish decision-making bodies with ASEs regarding class sizes and educational outcomes.
- **Guarantee that every ASEs' union rights are honored by expanding opportunities for orientation and providing accurate hiring information:** Guarantee that each ASE gets a union orientation and that hiring departments are trained in ASEs' rights and protections. Provide the union with full, secure, and accurate information regarding ASE employment, clarify ASEs' rights to bargain over changes to our working conditions, improve timelines for resolution of workplace issues, and strengthen ASEs' and the union's ability to enforce our rights.
- **Cover all costs of moving to UC to work:** Cover all costs of moving to UC and moving while working at the University.