

# Initial Bargaining Demands for 2025 Academic Student Employee Negotiations

Attacks from the Trump administration on free speech, academic freedom, higher education, research, and international and immigrant workers have deepened the precarity faced by Academic Student Employees and jeopardized the essential research and teaching ASEs provide in service of the University's public mission. These demands reflect the steadfast commitment of 36,000 Academic Student Employees to advancing equity, enhancing job security, and ensuring teaching and research excellence in our workplace. Our labor is fundamental to UC's status as the nation's leading public university system, and strengthening our working conditions is vital to sustaining high-quality, accessible education and research in a time of profound challenges.

## **Fair Pay and Job Security**

Pay equity for all ASEs with guaranteed experience-based raises. Cost of living adjustment increases for all ASEs. Improve affordability and access for healthcare services. Increase minimum wage for all ASEs, including minimum rates for hourly workers and increases to the base wage for salaried workers. Ensure that ASEs impacted by funding disruptions are provided with bridge support. Guarantee stable employment for all PhD/MFA ASEs throughout normative time to degree.

## **International Student Worker and Immigrant Rights**

Guarantee job security for international workers facing unemployment or underemployment due to loss of work authorization or status changes, loss of grant funding, or travel restrictions. Expand PTO to accommodate international workers' needs. Expand the remission of all fees required to work at UC, including NRST, for international workers. Guarantee legal and financial support for international workers affected by loss of work authorization or status changes. Support the reinstatement of workers who have lost work authorization. Expand UC's Sanctuary Policy.

## **An End to Abuse, Harassment, and Discrimination**

Take measures to end abuse, harassment, and discrimination in the workplace, including by establishing mandatory, worker-led, anti-harassment trainings for all ASEs. Improve worker agency in the interactive process for workers with access needs. Expand and make permanent an enforceable transitional funding program available to any ASEs seeking to change research groups.

**Greater Access to Opportunity at UC**

Increase the childcare reimbursement and increase flexibility in its use. Improve workers' ability to secure affordable, quality housing. Increase the amount of paid and unpaid leave an ASE can take to care for children and dependents.

**A UC That Aligns with our Values**

Expand access to and scope of free regional and campus-run public transit. Disclose all sources of funding for ASE research projects and UC's full investment portfolio. Ensure ASE retirement contributions are invested in a fund free from weapons manufacturers and companies that violate human rights. Protect workers' access to essential healthcare services including gender-affirming care, birth control, and abortion.

**Our Right to Free Speech and a Safe Workplace**

Protect academic freedom by strengthening ASE protections to engage in political speech. Prohibit the purchase and use of lethal and "less-than-lethal" weapons and militarized equipment by or for UCPD. Prohibit UC from sharing resources or facilities to assist the police with interrogations, incarceration, confinement or trainings. Provide ASEs advance notice when police "mutual aid" is requested.

**Work-Life Balance for Quality Research and Instruction**

Expand long-term medical leaves, including parental leave, in duration and scope. Strengthen workload protections for all ASEs. Implement instructor-to-student ratio policies. Increase the maximum number of terms an ASE is eligible for employment in the bargaining unit.

**Stronger Union Rights and Power**

Expedite and strengthen the grievance and arbitration process to more quickly resolve contract violations. Protect and expand ASEs' right to engage in collective action. Ensure that all incoming ASEs receive campus and department-level union orientations.

The Union reserves the right to submit proposals on additional bargaining topics not specifically listed and modify any proposal.