

ARTICLE 31
TRANSITIONAL POSITION PROGRAM

- A.** The Transitional Position Program will be maintained at each location consistent with the requirements below. Employees who are selected in the Transitional Position Program will receive up to one quarter/semester of a transitional position as an ASE or GSR subject to all the terms and conditions of the Collective Bargaining Agreement and subject to the conditions outlined below:
1. UCLA, UCSD, UCB, UCI, UCD: Up to 10 graduate student employees per year per location will receive a transitional position, with a financial cap of \$100,000 per year at each of these locations to fund this program.
 2. UCR, UCM, UCSF, UCSB, UCSC, LBNL: Up to 10 graduate student employees per year per location will receive a transitional position, with a financial cap of \$50,000 per year at each of these locations to fund this program.
- B.** The goal of the program is to provide employees, who have PI-funded appointments, a new transitional position. Employees are eligible for this program who meet the following criteria:
1. Are in good employment standing, including conduct and performance.
 2. Are dependent on their Principal Investigator for employment.
 3. Have been with their Principal Investigator for at least three quarters/two semesters (or the equivalent amount of time).
 4. The employee has made a clear argument, corroborated by the department, that there is an irreparable employment-related conflict in the supervisor-supervisee relationship and that the supervisor relationship is beyond repair for reasons outside of the employee's control, or that the employee's PI left the University.
 5. Has not previously received a transitional position.
- C.** Employees will be selected for a transitional position based on the application process established at each location.
- D.** Depending on the reason for and timing of the transition, the employee's original PI may ask the employee to finish wrapping up work assignments even if the employee has already transitioned to a new work assignment.
1. In no case will an employee who receives a transitional position be asked to continue work at their former lab/unit for longer than a period of two weeks.

2. In no case will wrapping up work assignments cause an employee to exceed their total allotted FTE per Article 38B – GSR Time and Effort.

- E.** The University's decisions on which applicants to award a Transitional Position are not subject to grievance and arbitration. The Union may grieve allegations of procedural violations up to Step 3 in accordance with Article 12 – Grievance and Arbitration of the Agreement. Only an allegation that funds are not allocated even though there are sufficient eligible applicants per term may be taken to arbitration.
- F.** The University agrees to hold a Joint Labor Management Committee Meeting to discuss the implementation of the Transitional Position Program with the Union by October 1, 2026.
- G.** Within 120 days of ratification of this Agreement, the University agrees that each location shall host a website accessible to employees with details about the location's Transitional Position Program at least including instructions on how employees can apply for the Transitional Position Program.
- H.** Nothing in this provision waives unit members' rights under any other provisions of this Agreement, including Article 21 – Non-Discrimination of the Agreement.