



**Before
Collective
Bargaining**

**With Collective
Bargaining**

Compensation	<p>Wage increases were unpredictable and determined unilaterally by UW.</p>	<p><u>An extra \$3,978 per academic year.</u> Average graduate assistant wages have increased by 34%. Minimum pay for Summer TAs has increased by 57%, or an additional \$1,457.</p>
Fee/Tuition Waivers	<p>50% graduate assistant received waiver of tuition, but had to pay the cost of all existing and any newly-created student fees beyond tuition.</p>	<p><u>Up to an extra \$770 per year.</u> Protection against student fees established after ratification of our first contract saves a 50% US graduate assistant up to \$590 per year (2.5% of the average salary) in fees established since 2004; saves international graduate assistants up to \$770 per year (3.3% of the average salary).</p>
Health Benefits	<p>Several years of unilateral cuts to benefits</p>	<p>No cuts since 2004 <u>and numerous improvements,</u> despite the cost of the plan increasing by more than 50%. Student parents now pay <u>\$125 less per year</u> due to our negotiated increase in the dependent subsidy.</p>

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<p>Workers Compensation Coverage</p>	<p>UW often classified workplace injuries as “student” claims, which meant ASEs often had to pay out-of-pocket for healthcare necessitated by workplace injuries or conditions</p>	<p><u>Guarantee that all ASEs in bargaining unit are covered by Workers Comp insurance</u> so that they do not have to pay out-of-pocket for healthcare necessitated by workplace injuries or conditions</p>
<p>Childcare Benefits</p>	<p>No guarantee of childcare subsidies or other benefits for ASEs</p>	<p><u>Up to \$2600 per year in subsidies</u>; paid leave for child care emergencies; free sick child care services (after one-time \$5 fee).</p>
<p>Vacation and Holiday</p>	<p>Time off on holidays or for vacation was at the discretion of the department or PI, with requests often denied or ignored</p>	<p><u>4 weeks vacation time off with pay per 12-month appointment</u>, (pro-rated). If required to work on a holiday, ASE must be given another day off with pay.</p>
<p>Maternity/Family/M edical Leave Benefits</p>	<p>No guaranteed leave benefits for maternity, family, medical or other reasons.</p>	<p>In addition to up to seven days of paid leave, <u>a grad assistant can take up to three months unpaid leave with continued health insurance coverage fully-paid by UW</u></p>
<p>Sick Leave</p>	<p>No guaranteed sick leave; TAs often had to find someone to cover their classes when sick.</p>	<p><u>Up to seven days sick leave without loss of pay</u>, and the University has ultimate responsibility to cover the work.</p>

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<p style="text-align: center;">Dispute Resolution and Non-Discrimination</p>	<p>No neutral, fair dispute resolution process. The only neutral recourse for discrimination or harassment claims was through costly and time-consuming state and federal agencies.</p>	<p>All workplace disputes (including discrimination/harassment) are resolvable by a fair and expedient grievance procedure and, ultimately, <u>appeal to a neutral arbitrator</u>. State and federal agencies can also be utilized for discrimination/harassment claims.</p>
<p style="text-align: center;">Appointment Security</p>	<p>No guaranteed appointment length and appointments could be withdrawn after being offered.</p>	<p>RA/TA/GA appointments must be for <u>at least one academic year</u>, when funding is available. If an appointment is withdrawn after being accepted, <u>the University must provide an equivalent position or provide equal pay and benefits</u> for the term of the withdrawn appointment.</p>
<p style="text-align: center;">Paid Training</p>	<p>UW decided whether required training was part of paid work time.</p>	<p>UW must consider <u>required training for ASE positions as part of paid work time</u></p>
<p style="text-align: center;">Workload Protections</p>	<p>No recourse for assignments that required 50% graduate assistants to work more than 20 hours per week</p>	<p>50% graduate assistants may <u>receive relief or additional pay if given an assignment that requires more than 220 hours of work (average of 20 per week) within a quarter</u>. Those who wish to work more than 20 hours per week are free to do so.</p>

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<p>Discipline and Dismissal</p>	<p>Graduate assistants could be disciplined or dismissed arbitrarily or “at will” at any time.</p>	<p><u>UW must prove “just cause”</u> in order to discipline or dismiss graduate assistants.</p>
<p>Employment Records</p>	<p>No guaranteed access or right to respond to content in an individual’s employment file</p>	<p><u>ASEs have the right to inspect and respond to content</u> in their employment file</p>
<p>Health and Safety</p>	<p>UW unilaterally set and enforced health and safety standards. Some ASEs did not receive the proper training or equipment when requested.</p>	<p><u>ASEs have the right to health and safety training and to proper safety equipment, and cannot be required to perform a hazardous assignment.</u></p>
<p>Workspace and Materials</p>	<p>Provision of workspace and materials necessary to carry out job duties was up to the university</p>	<p>ASEs have <u>guaranteed access to the space and materials</u> necessary to carry out their work effectively</p>
<p>Protection of Academic Quality and Jobs</p>	<p>UW decided unilaterally how many TA and other instructional ASEs would be hired each year</p>	<p>Through organizing, lobbying, coalition-building and bargaining, <u>the Union has preserved positions and the quality of education at UW</u></p>
<p>International Student Rights</p>	<p>No unified ASE voice in state or national policy making</p>	<p>Through the Union, ASEs at UW have helped: <u>pass the Washington DREAM Act; stop the state from imposing an additional surcharge on international student tuition; and make the particular concerns of international student workers a priority in efforts to secure comprehensive immigration reform</u></p>

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**Protecting Federal
Funding for Science
Research**

No unified ASE voice in
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making

Through the Union, ASEs at
UW have advocated effectively
for federal research funding
by: making it a more visible
priority in fighting the
sequester and helping secure
signatures from 39 members
of Congress on a letter aimed
at saving federal research
funding