



Before Collective Bargaining

With Collective Bargaining

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

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Workers Compensation Coverage	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	<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
Childcare Benefits	No guarantee of childcare subsidies or other benefits for ASEs	<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).
Vacation and Holiday	Time off on holidays or for vacation was at the discretion of the department or PI, with requests often denied or ignored	<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.
Maternity/Family/Medical Leave Benefits	No guaranteed leave benefits for maternity, family, medical or other reasons.	<u>In addition to up to seven days of paid leave, a grad assistant can take up to three months unpaid leave with continued health insurance coverage fully-paid by UW</u>
Sick Leave	No guaranteed sick leave; TAs often had to find someone to cover their classes when sick.	<u>Up to seven days sick leave without loss of pay</u> , and the University has ultimate responsibility to cover the work.

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Dispute Resolution and Non-Discrimination	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.	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.
Appointment Security	No guaranteed appointment length and appointments could be withdrawn after being offered.	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.
Paid Training	UW decided whether required training was part of paid work time.	UW must consider <u>required training for ASE positions as part of paid work time</u>
Workload Protections	No recourse for assignments that required 50% graduate assistants to work more than 20 hours per week	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.

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

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Protecting Federal Funding for Science Research

No unified ASE voice in state or national policy 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