

TAs, READERS, TUTORS, AND GSIS: WHAT'S IN THE CONTRACT?

	PREVIOUS (06/07) CONTRACT	WHAT WE PROPOSED	WHAT WE GOT
<u>Wages:</u>	Wage increase tied to increases for Senate Faculty	Wage parity with academic student employees at competing universities, accounting for high cost of living in California	A raise of 5% this year and a raise of 1.5% to 5% next year, dependent on the state budget
<u>Healthcare:</u>	100% remission of GSHIP premiums when you are working as a TA	A comprehensive healthcare system including dependent / domestic partner coverage and trans-inclusive healthcare services	All campus GSHIP plans will offer vision and dental in 08/09 academic year. A union-university committee will look at comprehensive healthcare issues during the term of the contract
<u>Child care:</u>	No child care provisions in 06/07 contract	Subsidies to cover child care expenses when you are working	A reimbursement of \$300 per quarter / \$450 per semester for child care expenses for non-school-age children
<u>Workload:</u>	Maximum workload protections per week and per term	Protections against increasing classroom sizes and neutral, third-party arbitration of workload grievances	Neutral, third-party arbitration and reporting of classroom size data and policies
<u>Fee Remissions:</u>	100% of in-state education and registration fees for working graduate students	Remissions of all fees, especially non-resident tuition, undergrad fees, and campus fees	A committee to look at non-resident tuition
<u>Leaves:</u>	Minimal leaves policy in 06/07 contract	A comprehensive system of leaves to make the UC friendly for non-traditional as well as traditional families	4 weeks childbearing leave / 2 weeks paternal or adoptive parent leave for TAs and GSIs (excluding most readers and tutors)

for more information, check out the Union's Webpage: www.uaw2865.org

UAW Members for Quality Education and Democracy



VOTING RECOMMENDATION: NO RECOMMENDATION!

* UAW QUAD, UAW members for Quality Education and Democracy, is an activist group started on the Santa Cruz campus that struggles for (you guessed it!) Quality Education in the UC and Democracy in the UAW. We push for more democratic structures and policies in our union (member input on union decisions, more open and fair decision making processes, and greater accountability statewide); spearhead campaigns to limit classroom sizes so that we can provide quality education without being sped-up and overworked; and organize with other campus groups in solidarity around issues of social and economic justice. We also network with other concerned members of UAW 2865 around the state.

WE ENCOURAGE YOU TO MAKE THE DECISION OF WHETHER TO RATIFY THIS CONTRACT FOR YOURSELF. THE CONTRACT HAS SOME SIGNIFICANT GAINS, BUT ALSO SOME SIGNIFICANT PROBLEMS IN SOME OF OUR HIGH-PRIORITY AREAS. A “YES” VOTE WILL PUT THIS AGREEMENT IN PLACE. A “NO” VOTE MEANS THAT WE THINK THE BARGAINING TEAM CAN DO BETTER, AND REQUIRES THEM TO RESUME BARGAINING WITH THE UC ADMINISTRATION. IT WOULD NOT MEAN THAT WE WOULD IMMEDIATELY GO ON STRIKE.

Although it is great to be able to work under contract with the protection that that affords us, it is possible to keep fighting even after the contract has expired. We were glad to see the union doing more than ever to organize at the department level, developing an extensive network of contacts, holding departmental meetings, and using flyers and email in ways that the UAW has always resisted. We had built a lot of momentum in the first couple of weeks of the year, and we think that our bargaining team **rushed the end of the negotiations**. With more time, we might have been **able to win on more of the issues** we really care about.

The bargaining process has lacked transparency. Bargaining updates, while more informative than in previous years, have still been heavy on “spin” and short on facts.

Finally, **this contract ratifies discrimination** against Trans people, international students, and undergraduates by accepting different policies that apply to these minority groups! It creates a two-tier structure which endangers our unity as the university moves to hire cheaper, hourly workers. For these reasons and many more, we encourage you to make up your own mind about the contract. **To get in touch with us, please email info@uaw-quad.org. For more about us, check out our website, www.uaw-quad.org.**