

To learn in detail about the Contract refer to:  
<http://www.uaw2865.org/about/current-uaw-contract/>

**Rights and protections in the contract include:**

- **Appointment Notification and Appointment Security.** When you are hired you should be issued an appointment notification letter, which states the dates you are expected to work, how many hours, and what your pay and benefits are. If you accept an appointment, that job is then guaranteed. If your section is canceled after you're hired, the university either has to reassign you to another section or pay you anyway. You are also entitled to supplemental documentation that details what course you will be assigned to, and what your specific duties will be. This should be in the form of a checklist, filled out by your supervisor. A checklist for new employees is available [here](#).

- **Workload.** You are entitled to be paid for all duties related to your appointment, including reading course material, attending lecture, preparing for discussion, answering student e-mail, etc. It also means you can't be required to work more than the hours you are paid for. For a GSI/TA working at 50%, this means that you cannot be asked to work more than **220 hours during the quarter** or . This should average 20 hours a week. You cannot be asked to work more than 40 hours in any week, or more than 8 hours in one day (this includes during exam time). The number of hours worked in excess of twenty (20) hours per week may not total more than 50 hours per quarter. If your duties ever exceed these amounts, your supervisor should reassign work to make the load manageable, or if that is impossible, your appointment percentage can be increased to reflect your actual working time. You can contact the union for help devising an individual or group solution to avoid overwork. You can use this helpful grid to track your hours.

- **Child Care Subsidy** Any ASE working at least 25% time who has non-school-aged children is entitled to a \$600 per quarter/\$900 per semester childcare cost reimbursement. ASEs with summer appointments are also eligible for a \$600 subsidy. More about the subsidy and the form necessary to request it are [here](#).

- **Full Remission of In-State Education and Registration Fees and Healthcare**

**Premiums.** Whenever students work at least 10 hours a week as a GSI/TA, Reader or Tutor (a 25% appointment or higher), the university pays 100% of our in-state tuition and registration fees, in addition to our health care premiums.

- **Health Insurance.** ASEs are eligible to participate in the UC Student Health Insurance Program (UCSHIP). A grad student ASE with at least 25% employment is eligible for 100% premium remission.

• **Medical, Family and other kinds of Leave.** In addition to **3 paid sick days** per semester, salaried ASEs appointed at 50% time are entitled to **3 days of paid short-term family-related leave** per semester which can be used for illness, disability or family emergency. Salaried ASEs are also eligible for **paid long-term leave up to four weeks.** Up to four weeks of paid leave can be used for childbearing or up to two weeks for serious illness of an ASE (or an ASE's family member), or to care for and bond with an ASE's newborn or newly adopted child. Unused short-term leaves may be added onto long-term leaves where necessary to increase the amount of time that an ASE may be on leave.

• **Protections against Discrimination and Sexual Harassment** Our contract protects against discrimination on the basis of race, color, religion, marital status, national origin, ancestry, sex, pregnancy, sexual orientation, gender identity, physical or mental disability, medical condition, HIV status, status as a veteran, age, citizenship, political affiliation, union activity and membership or non-membership in the union.