



*The Union of 36,000 TAs,
Readers, Tutors, and
Student Researchers at UC*

UAW 2865





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[End grad-worker homelessness](#)



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For all of us, and those who come after



UC Student-Workers Union UAW 2865 @uaw2865 · Nov 2

BREAKING - 36,558 total votes were cast in UC Academic Workers' Strike Authorization Votes, with 98% voting Yes to authorize a multi-unit strike if necessary. These are far and away the largest and most decisive strike authorization votes ever taken by Academic Workers in the US.

UC ACADEMIC WORKERS' STRIKE AUTHORIZATION VOTES

36,558
VOTES CAST

98%
VOTED YES



ALT

You and UAW Local 5810

31

1,904

3,861



48,000 Workers 11 Campuses 2 Locals



Our Contract: Wages, Tuition, Healthcare



Before

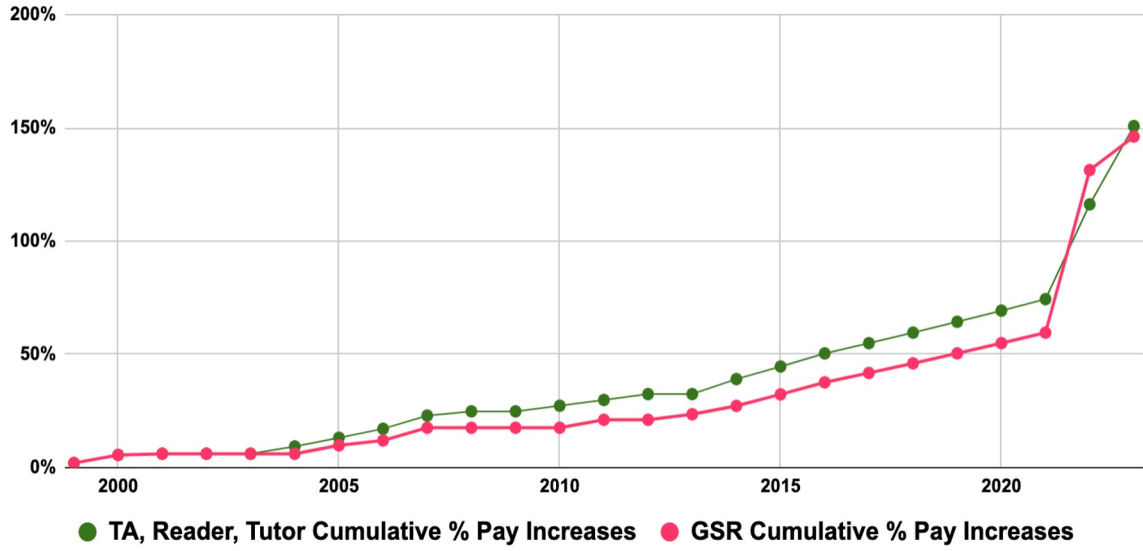
- UC unilaterally determined wage increases
- Departments remitted up to 60% of in-state tuition at their discretion, if at all

Current

- **55-80% increases for ASEs and 25-80% increases for GSRs by 2024, depending on experience level**
- **Remission of in-state tuition and SHIP for graduate workers and undergrad TAs**

Our Contract: Raises

In our 2022 contract, the base wage increases at UCLA are higher than the *last 20 years of base wage increases combined*



Our Contract: TA Wages for Spring 2023

For first time TAs, there will be an 8% wage increase from last quarter, going from \$2,583/month to \$2,778/month!

Beginning Spring 2023			
	Monthly	9-month	12-month
	50%	50%	50%
Assistant	\$2,778	\$25,000	\$33,333
Associate	\$3,100	\$27,904	\$37,205
Fellow	\$3,297	\$29,673	\$39,564

See full wages table at: bit.ly/uclapayscale

Our Contract: SR Wages for Spring 2023

SRs at the Old Step 1 will see raises of 38% during the first round of raises in May!

Beginning Spring 2023			
New Steps	Monthly (50%)	12-month (50% all year)	12-month (50% + 100% summer)
1	\$2,545	\$30,540	\$38,175
2	\$2,742	\$32,907	\$41,134
3	\$2,955	\$35,458	\$44,322
4	\$3,184	\$38,206	\$47,757
5	\$3,431	\$41,167	\$51,458
6	\$3,696	\$44,357	\$55,446

See full wages table at: bit.ly/uclapayscale

Our Contract: Workload, Appointment Security



Before

- No recourse for overwork
- Appointments could be withdrawn after being offered, leaving workers without a job last minute

Current

- **Right to be paid for all work time**
- **All accepted job offers (even verbal or emailed) must be honored**



Our Contract: Equity in the Workplace

Before

- No independent grievance process for harassment
- No guarantee of childcare subsidies or parental leaves

Current

- **Survivor-centered protections** against harassment and discrimination
- Industry standard-setting protections from **bullying and abusive conduct** in the workplace
- **All-gender restrooms**
- **Accommodations** with immediate interim measures for workers with disabilities
- **Childcare reimbursement** and paid parental leave
- **Dependent health care** for single-parents or single-income households that fall above the medical coverage threshold
- **Paid leaves** for immigration and visa appointments

Contract Enforcement in Action

In Winter Quarter 2023, UCLA GSRs won over \$90,000 in campus fees remissions! UCLA failed to disburse the \$100/quarter in campus fees remissions that GSRs had secured in their first contract this past January. SRs at UCLA filed a grievance to resolve the issue, ultimately winning GSRs over \$90,000 and guaranteeing that GSRs would receive their campus fees remissions at the same time as their other remissions



Common Workplace Issues

We Have Protections!

- **Wages and Tuition Fee Remission:** ex: late/incorrect pay, missing top-ups, or incorrect step placement.
- **Abusive Conduct/Bullying, Harassment, or Discrimination**
- **Health and Safety Issues**
- **Appointment Issues:** ex: arbitrary under appointments, losing job after accepting it, or improper appointment lengths.
- **Access Needs:** ex: workers being denied appropriate accommodation.
- **Parent Rights:** ex: difficulty accessing paid parental leave or childcare benefits.
- **International Scholar Rights:** ex: NRST remission or visa support.
- **Workload:** ex: going over weekly hours.
- **Misclassification:** ex: GSRs not receiving wage increases or benefits.

We're part of a movement

Nearly **100,000 academic workers** are organized with UAW at Harvard, Columbia, University of Washington, NYU, and more! Together, workers:

- Protect **international student-workers' rights**: better visa policies, extended OPT, paid leaves for visa appts
- Fight for **funding for research** and education
- Make higher education more **inclusive and equitable**





STOP
Exploiting Student Workers!

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NO MORE BUDGET CUTS

THE WORLD CUT ROLVES THE AROUND LABOR

FAIR UC

RENT INCREASED

UAW
UAW
FAIR UC

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STUDENT RESEARCHERS UNITED



THE UNION of
Postdocs &
Academic Researchers
UAW 5810

WESTWOOD VILLAGE
UCLA
WESTWOOD VILLAGE
Members of UCLA

UCLA

WESTWOOD VILLAGE
UCLA

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These contract wins were a result of our powerful strike and years of organizing!