

As our contract from 2013 expires, there are many necessary changes that need to be made to ensure a better work environment for all Academic Student Employees. As indicated by the membership of UAW 4123, the university needs to improve the working conditions of Academic Student Employees to improve the overall quality of education at the CSU system. Our dual role as both students and instructors makes us vulnerable on both sides. We receive meager wages, most of which goes back to the university in the form of tuitions and fees. To improve the working conditions of academic student employees and the overall quality of education we have the following initial demands:

1). Improve Compensation and Benefits to match our contribution to CSU's success

- Pay raises that are commensurate with the high cost of living in California
- Tuition waiver for all Academic Student Employees
- Pay reflective of the hours worked and not based on units taught
- Year-long appointment for TAs and GAs and guaranteed minimum-hours for tutors
- Health benefits for ASEs
- Parental leave regardless of gender

2) Develop workplace conditions that promote safety, diversity, and access

- Access to all gender bathrooms
- Stronger protection against all forms of discrimination

- Stronger regulation and measures to stop bullying and sexual harassment from supervisors
- Employee Parking access for all Academic Student Employees

3). Improve quality of training to increase student success

- More pedagogical training to ensure quality and preparedness
- Paid Training for classes, trainings, and modules that are conditions of employment

NOTE: The Union reserves the right to submit proposals on additional bargaining topics not specifically listed here.