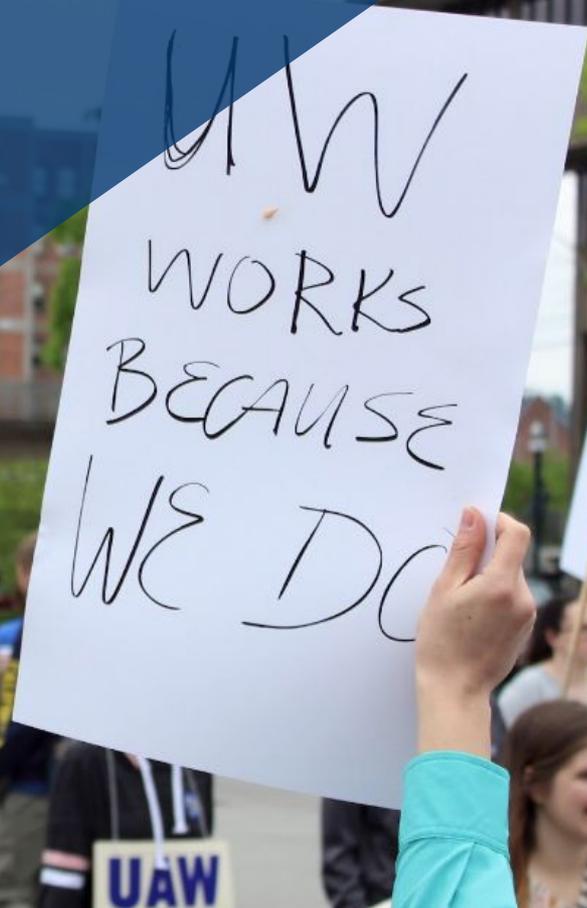


HEY THERE, UW ACADEMIC WORKERS – **WELCOME TO YOUR UNION!**



AGENDA:

1 OUR UNION

2 KNOW YOUR RIGHTS

3 POWER ON CAMPUS & BEYOND



9,000

TOTAL ACADEMIC WORKERS AT UW

ACADEMIC STUDENT EMPLOYEES (ASEs):

RESEARCH ASSISTANTS
TEACHING ASSISTANTS
STAFF ASSISTANTS
PREDOCTORAL INSTRUCTORS

THE UNIVERSITY OF WASHINGTON IS A

\$11.8 BILLION

INSTITUTION THAT RUNS ON OUR WORK.





OUR UNION IS ALL OF US.

40% of our union members are international scholars and students.

Together, we defeated travel bans from Trump's first term and won appointment security and reduced fees. And together, we will fight back against Trump's latest attacks on our rights!



HOW OUR UNION WORKS:



COLLECTIVE
BARGAINING



MAJORITY
PARTICIPATION



MEMBERSHIP
EMPOWERMENT



1 OUR UNION

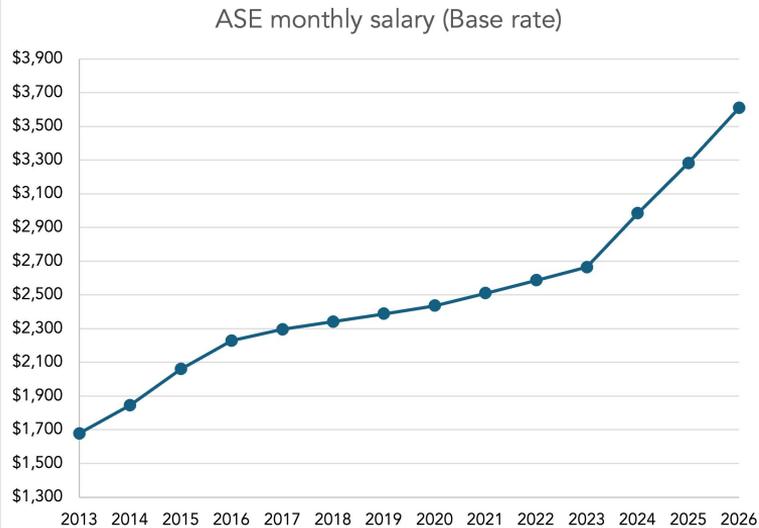
2 KNOW YOUR RIGHTS

3 MEMBERSHIP: POWER ON CAMPUS & BEYOND



OUR CONTRACT: WAGES

WAGES ARE UP, FEES ARE DOWN



**INCREASED STIPENDS & WAGES BY
60% SINCE 2014**

LIMITATIONS ON FEES

FREE U-PASS FOR ALL

OUR CONTRACT:

HEALTHCARE

INCLUSIVE, BROAD COVERAGE



~~\$650~~

\$0 PREMIUMS

MENTAL HEALTHCARE - \$0

DEDUCTIBLE

TRANS INCLUSIVE HEALTHCARE

OUR CONTRACT:

EQUITY & INCLUSION

ORGANIZING FOR STRUCTURAL CHANGE



STRONG PROTECTIONS

PEER-LED EPIC TRAININGS

**GRIEVANCE PROCEDURES W/
INTERIM MEASURES**



OUR CONTRACT:

WORKLOAD & SECURITY

STABILITY & PAY FOR ALL HOURS WORKED

UAW LOCAL 4121
TEACHING ASSISTANT/READER/GRADER/TUTOR
WEEKLY HOURS GRID

NAME: _____ DEPARTMENT/HIRING UNIT: _____ FTE %: _____ HOME PHONE: _____ DATE: _____

WEEK	LECTURE	INSTRUCTION	OFFICE HOURS/ STUDENT CONSULTATIONS	MEETINGS	PREP TIME	TRAINING	GRADING	OTHER (SPECIFY)	TOTAL
ORIENTATION WEEK									
1									
2									
3									
4									
5									
6									
7									
8									
9									

20 HOURS OF WORK/WEEK

APPOINTMENT PROTECTIONS:
OFFER CAN'T BE TAKEN AWAY

PAID & UNPAID LEAVES GUARANTEED

IMMIGRATION HEARING PAID LEAVE:
4 HOURS ANNUALLY

OUR CONTRACT:

SAFETY & MATERIALS

RIGHT TO A HEALTHY WORKPLACE



NO OUT OF POCKET COSTS

**PROTECTIVE EQUIPMENT &
PROTOCOLS**

**PROPER SAFETY PRECAUTIONS FOR
ASSIGNED TASKS**

OUR CONTRACT:

FAMILY POLICIES

SUPPORT FOR CARETAKERS



**PAID FAMILY MEDICAL LEAVE:
12 WEEKS**

**CHILDCARE FUND:
\$1560/QUARTER**



OUR CONTRACT:

REASONABLE ACCOMMODATIONS

RIGHT TO AN ACCESSIBLE WORKPLACE

**ENFORCEABLE RIGHT TO
ACCOMMODATIONS**

**RIGHT TO HAVE UNION REP DURING
THE INTERACTIVE PROCESS**

**RIGHT TO REQUEST TEMPORARY
WORK ADJUSTMENT**

OUR CONTRACT:

GRIEVANCE PROCEDURES

STRONG UNION RIGHTS & PROACTIVE CONTRACT ENFORCEMENT



PROTECTED:

UW MUST RESPECT ALL TERMS

REPRESENTATION:

UNEQUIVOCAL RIGHT TO UNION REP

GRIEVANCE ARBITRATION:

RIGHT TO APPEAL ANY DECISION
REGARDING CBA TO NEUTRAL 3RD
PARTY



1 OUR UNION

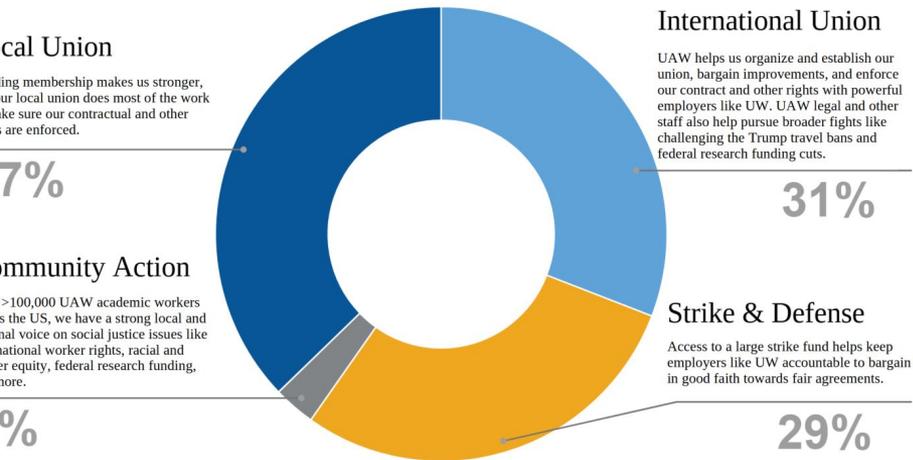
2 KNOW YOUR RIGHTS

3 MEMBERSHIP:
POWER ON CAMPUS & BEYOND



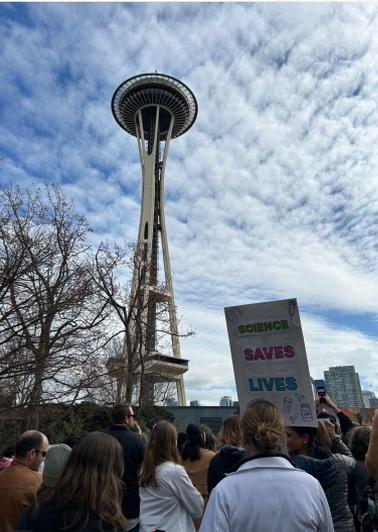
COLLECTIVE RESOURCES, COLLECTIVE POWER

WHERE YOUR DUES GO:



- **We collectively fund our union;** we do not get outside funding
- **We pay dues while working**
 - One-time \$10 initiation fee
 - 1.44% of gross monthly pay
- **Dues are an essential part of our power as workers** to put us on equal footing with UW, a \$11.8 billion institution.





V-CAP: POWER BEYOND CAMPUS

- Increase federal research funding
- Secure state higher ed funding
- International student rights
- Tax billionaires
- Renters' rights
- Public transit access
- Paid family leave
- Climate justice



TOGETHER AS MEMBERS, WE EMPOWER OURSELVES

UAW 4121 Membership

Our strong majority membership helps us win improvements at UW and beyond



Declare your membership by checking each box to indicate YES to the following *

- I accept membership in UAW Local 4121. By signing up for membership I'm helping to make our union stronger and more democratic so we can continue to win improvements.
- I hereby authorize the University of Washington to deduct from my pay and remit to the union my one-time \$10 initiation fee and monthly membership dues in accordance with the UAW Constitution (currently 1.44% of my gross monthly pay). Unless revoked, this authorization is to remain in effect any time I am a UAW member and working in a position represented by UAW 4121. I recognize that my authorization of dues deductions and the continuation of such authorization is voluntary and not a condition of my employment. By checking this box, I agree that my typed name below is the electronic representation of my signature and is legally binding – just the same as a pen-and-paper signature.

MEMBERSHIP CARD REQUIRED FIELDS:

- NAME
- EMAILS
- SIGNATURE & DATE



WELCOME TO YOUR UNION!

uaw4121.org/welcome/

On this page you can find:

Our current contract
Union Bylaws and Leadership
Contact information
More!

GET INVOLVED!

Committees and Workgroups:

Contract Enforcement
Communications
International Solidarity
Political Action
Anti-Discrimination
So many more!