



**UC STUDENT
WORKERS UNION**

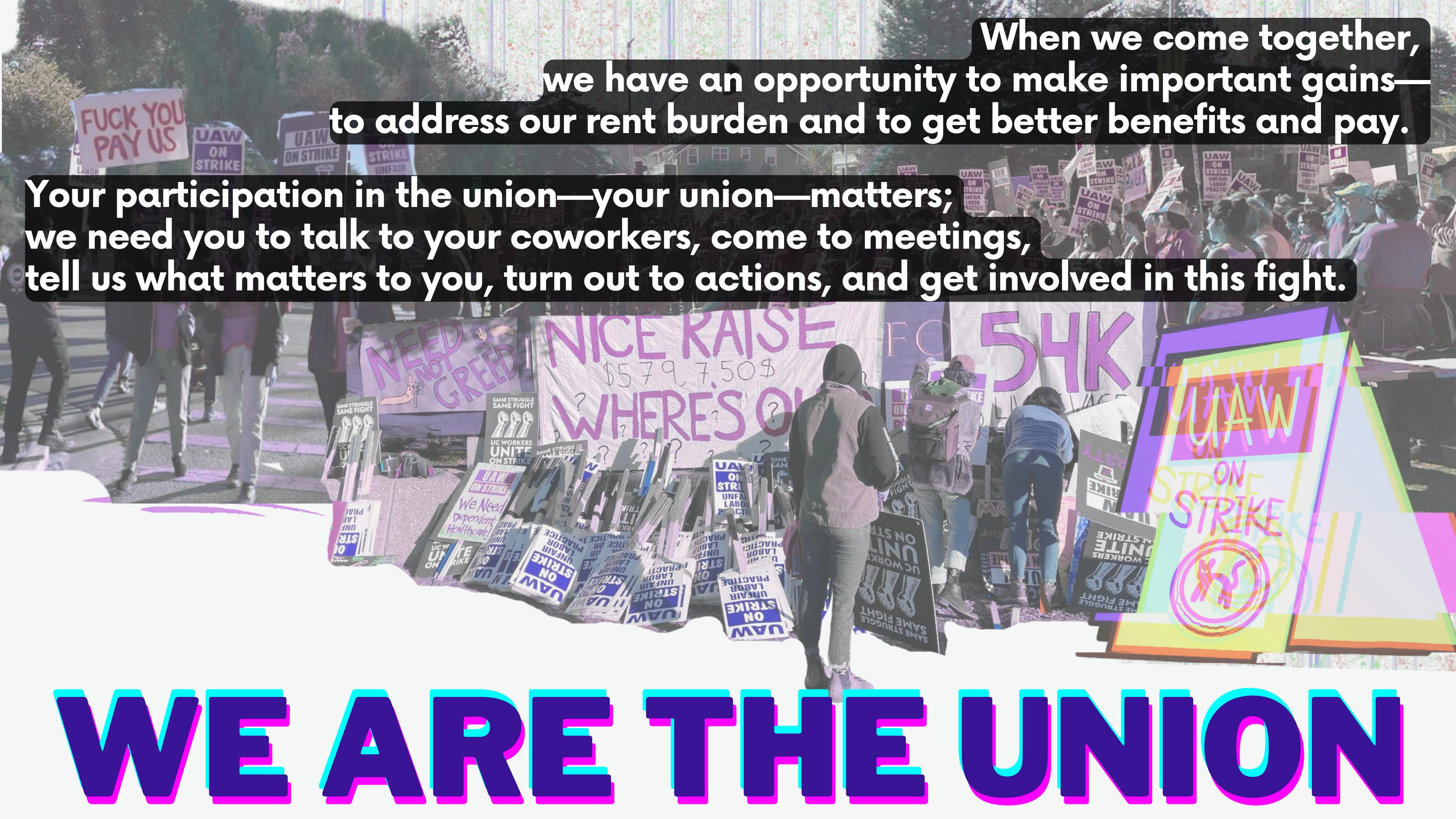
UAW 4811

FALL 2024 ORIENTATION



A labor union is an organization built by workers, for workers.
Our union will be your union, the place where we organize ourselves and our workplace, exercise power and win better living and working conditions.

WHAT IS A LABOR UNION?



When we come together,
we have an opportunity to make important gains—
to address our rent burden and to get better benefits and pay.

Your participation in the union—your union—matters;
we need you to talk to your coworkers, come to meetings,
tell us what matters to you, turn out to actions, and get involved in this fight.

WE ARE THE UNION



DUES!

As a member, you pay monthly union dues of 1.44% of your paycheck and a one-time initiation fee of \$10.

It's only as a member that you can make your voice heard in decisions that will affect every single worker in our union.

TITLE RAISE

ASE 55%

GSR 20-80%

GETTING PAID FOR ALL
HOURS WORKED

COMPENSATION + BENEFITS

PROTECTIONS

APPOINTMENT SECURITY

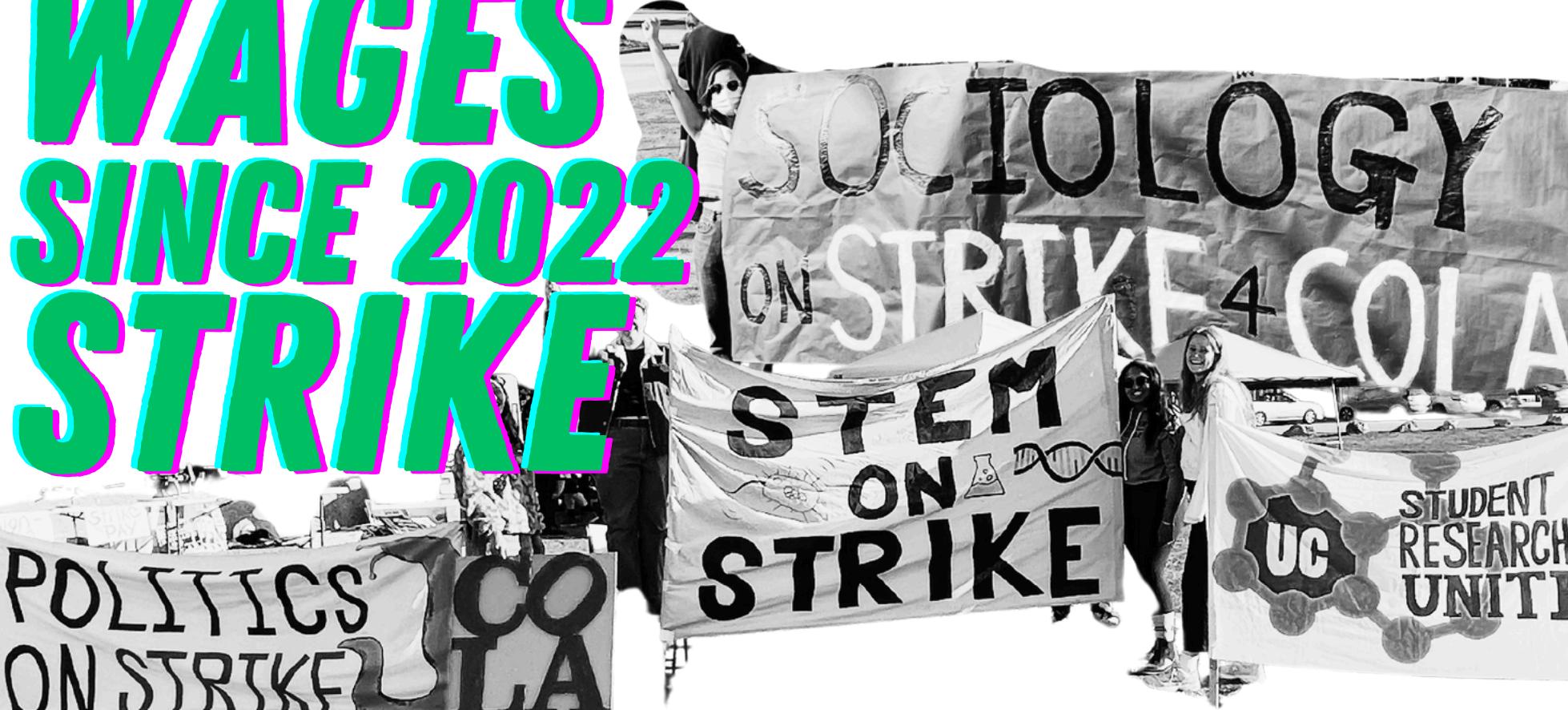
WORKLOAD PROTECTIONS FOR SR'S

PROTECTIONS AGAINST
HARASSMENT & DISCRIMINATION

MEDICAL LEAVE +
REASONABLE ACCOMMODATION

CONTRACT HIGHLIGHTS

MONTHLY WAGES SINCE 2022 STRIKE



FALL 2022 FALL 2023 FALL 2024

STEP 1	\$2583	\$3236	\$3778
STEP 2	--	\$3333	\$3891
STEP 3	--	\$3433	\$4008

TEACHING ASSISTANTS

GRADUATE STUDENT RESEARCHERS

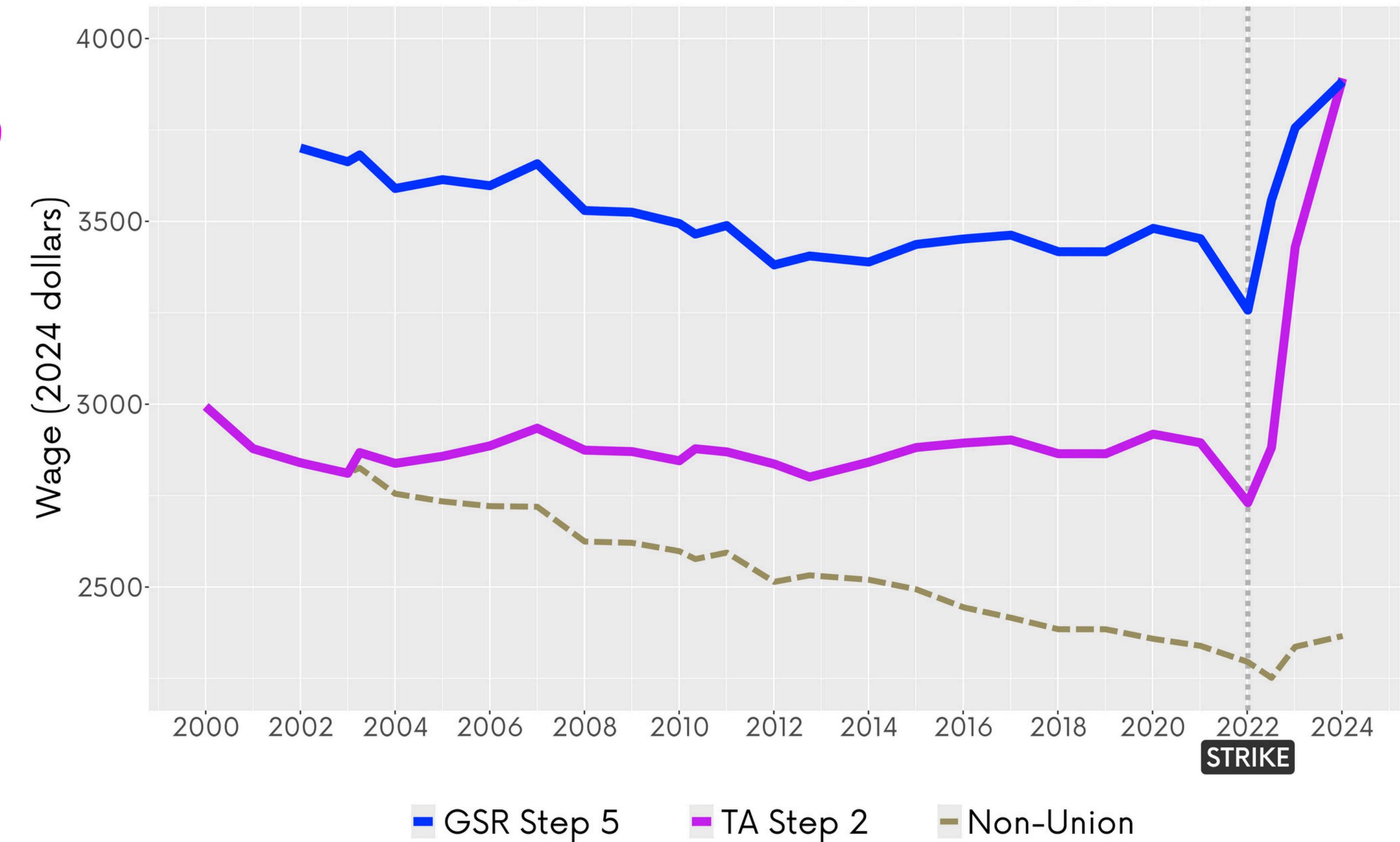
FALL 2022 FALL 2023 FALL 2024

fka* STEP 1	\$1834	--	--
fka STEP 2	\$1976	--	--
fka STEP 3	\$2192	--	--
STEP 1	\$2367	\$2708	\$2880
STEP 2	\$2525	\$2918	\$3104
STEP 3	\$2642	\$3144	\$3344
STEP 4	\$2854	\$3388	\$3603
STEP 5	\$3081	\$3650	\$3883
STEP 6	\$3328	\$3933	\$4184

*fka = formerly known as

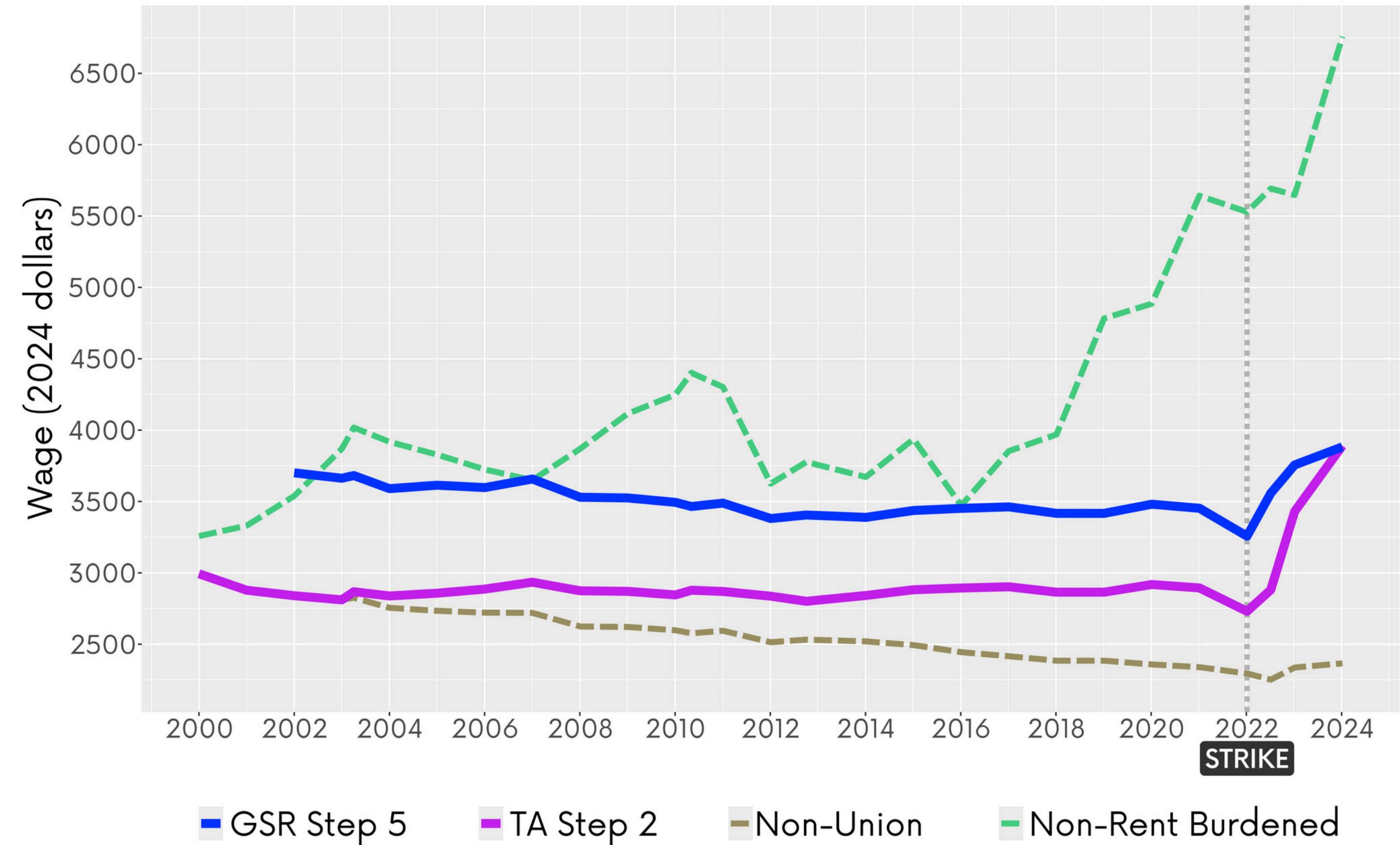
MONTHLY WAGES SINCE 2022 STRIKE

UAW Wages Since 2000 (Inflation Adjusted)



MONTHLY WAGES SINCE 2022 STRIKE

UAW Wages Since 2000 (Inflation Adjusted)





THE HOUSING CRISIS & COLA

A COST OF LIVING ADJUSTMENT (COLA)
ADDRESSING THE HOUSING CRISIS IS STILL THE
CENTRAL DEMAND FOR WORKERS ON OUR CAMPUS.

WHAT IS RENT BURDEN?

RENT-BURDEN IS DEFINED AS SPENDING OVER
30% OF INCOME ON RENT + UTILITIES.

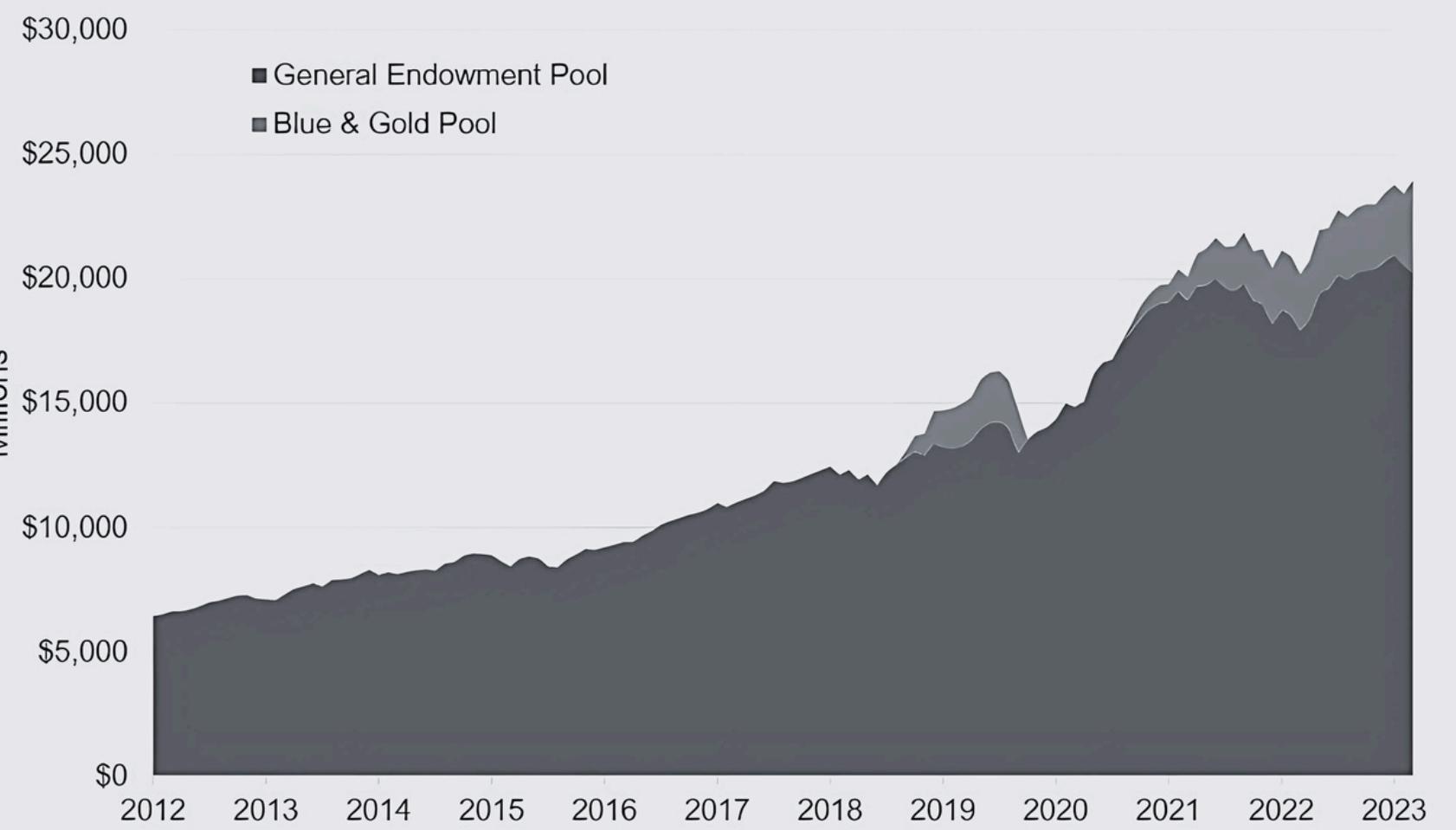
ACROSS THE UC SYSTEM, 90% OF GRAD WORKERS--
MANY AT UC SANTA CRUZ--ARE RENT BURDENED.

50% OF GRAD WORKERS ARE *SEVERELY* RENT
BURDENED, WITH OVER 50% OF INCOME SPENT ON RENT.

RENT DOESN'T
GROW ON TREES

UC Endowment Assets Growth

UC ENDOWMENT ASSETS 2012 – 2023



<https://regents.universityofcalifornia.edu/regmeet/nov23/i2attach1.pdf>

\$4.5 BILLION TO BLACKSTONE

THE UC INVESTED \$4.5B FROM THE ENDOWMENT TO BAIL OUT MEGA-LANDLORD BLACKSTONE.

\$4.5 BILLION WOULD PAY THE TUITION & FEES FOR 294,000 CA RESIDENTS / 94,000 NON-RESIDENTS.*

UC IS ALREADY CALIFORNIA'S LARGEST LANDLORD & OWNS BILLIONS IN REAL ESTATE. WHEN THE RENT GOES UP, SO DOES BLACKSTONE'S PROFITS & UC'S ENDOWMENT (RECORD HIGH IN 2023).

STUDENTS AND WORKERS GET EVEN MORE RENT BURDENED.



WHAT WE'RE FIGHTING FOR

JOIN THE FIGHT

SIGN YOUR UNION
CARD NOW!

AS A MEMBER, YOU PAY MONTHLY UNION DUES OF 1.44% OF YOUR PAYCHECK AND A ONE-TIME INITIATION FEE OF \$10. ONLY MEMBERS CAN VOTE IF OUR UNION SENDS OUT A STRIKE VOTE. IT'S ONLY AS A MEMBER THAT YOU CAN MAKE YOUR VOICE HEARD IN DECISIONS THAT WILL AFFECT EVERY SINGLE WORKER IN OUR UNION.