

We are a majority of the ASE and SR Bargaining Teams; here's why we voted to TA and recommend that you vote yes.

Five weeks ago we walked off the job alongside 36,000 of our ASE and SR coworkers and 12,000 Postdocs and Academic Researchers to win livable wages and a fair and equitable university; yesterday we voted to reach tentative agreements with UC and to send these agreements back to our colleagues for a ratification vote. With pride and without reservation we recommend that you vote yes.

These agreements are the sum total of our strike's power, and we believe that they will dramatically improve the lives and working conditions of student-workers at the University of California. We recognize that there is more to fight for and to win in order to make UC truly just – more than could ever be secured in a single contract. But after countless hours organizing, walking the picket lines, and meeting with UC management to push them to give more, we believe that we have extracted from UC the most significant concessions that our power right now can win. The responsible, strategic, and democratic choice is to lock in our transformative gains and send these agreements to membership for consideration. Should members vote to ratify, we need to continue building a strong union that can enforce our hard-won benefits and protections and prepare for another round of bargaining in just two years.

When we began bargaining, UC was demanding concessions that would leave ASEs and SRs worse off than the current ASE contract: fewer protections from overwork, a weaker grievance process, and justice delayed and denied for survivors of discrimination and harassment. They offered 14% wage increases over four years and nothing on NRST. The tentative agreements we reached yesterday have *no concessions* – in every area and article the ASE agreement improves on the current ASE contract, and SRs have won a historic first contract that emphatically caps a decades-long fight for union recognition. Our strike has won eight weeks of paid parental leave for all student-workers; secured industry standard-setting protections from bullying and the first ever remission of dependent healthcare in a UC student-worker contract; enshrined the three-year post-candidacy NRST waiver into our contracts; and improved our Access Needs article to secure rights for our disabled coworkers that [go beyond the ADA](#). The raises in these agreements will increase TA wages by 55-80% and SR wages by 25-80% by October 1, 2024 – for TAs, this two-year wage increase exceeds the *total increase in our wages in the two decades since our first union contract*. Workers will see hundreds of dollars more in their paychecks each month, and thousands of dollars more each year. Quite simply, these are life-changing raises.

These victories were hard-fought. They are possible only because 36,000 ASEs and SRs, and 12,000 Postdocs and Academic Researchers, from every campus, department, and discipline, have been on strike together in a profound and unprecedented act of solidarity. This strike will have a lasting impact – not just at UC, but across all of higher education. Not only have we enshrined new rights, but neither UC nor any academic employer will again take for granted the essential labor of student-workers. And, at last, Student Researchers at the University of

California will join our ASE counterparts as union members, with the protections of a union contract, the power of collective action, and the fundamental right to sit down as equals and bargain with our employer.

We urge you to take the weekend to familiarize yourself with [the agreements](#). We are proud of them, and proud to be a part of this powerful union.

Signed,

ASE Bargaining Team

Aarthi Sekar - UC Davis
Diana Sernas - UC Davis
Jess Banks - UC Berkeley
Kai Yui Samuel Chan - UC Berkeley
Diane Arnos - UC Berkeley (Alternate)
Dimpho Orionzi - UC San Francisco
Heeba Hartit - UC Riverside (Alternate)
Somchate 'Pao' Wasantwisut - UC Riverside
Michael Z. Dean - UC Los Angeles
Aya Konishi - UC Los Angeles (Alternate)
Jackie Ku - UC Irvine
Louise McCune - UC Irvine (Alternate)
Josh Jordan - UC Irvine
Zach Goldberg - UC San Diego (Alternate)
Aidee Mariscal - UC San Diego

SR Bargaining Team

Ximena Anleu Gil - UC Davis
Marshall Alan Nakatani - UC Davis
Gregory J. Ottino - Lawrence Berkeley National Lab
Tanzil A. Chowdhury - Lawrence Berkeley National Lab
Tarini S. Hardikar - UC Berkeley
Jean-Luc Watson - UC Berkeley
Melissa Mendez - UC San Francisco
Zack Mullin-Bernstein - UC San Francisco (Alternate)
Jared Huxley - UC Riverside
Nick Geiser - UC Los Angeles
Jessie Altieri - UC Irvine (Alternate)
Harry Bendekgey - UC Irvine
Amy Kanne - UC San Diego
Ahmed Akhtar - UC San Diego