

## Know Your Rights!

### What Rights Are Covered By the Following:

#### Non-Discrimination & Harassment

You have strong protections against discrimination and harassment to ensure that UW remains welcoming and accessible to all populations. Our contract includes:

• Protection against discrimination and harassment, including sexual harassment, microaggressions, hostile workplaces, and retaliation

• Robust complaint process for harassment issues, including interim measures to support you during the course of an investigation

• Guaranteed access to safe and comfortable all-gender restrooms

#### Dispute Resolution / Grievance Procedure

You have access to a strong grievance procedure with neutral third party arbitration and union representation throughout the process.

#### Workload & Academic Excellence

Hourly ASEs cannot be required to work any unpaid hours.

#### Right to Representation

As a unionized worker you have the unequivocal right to representation in any discussion where you face discipline or termination.

#### Appointment Security

You are entitled to keep any ASE appointment the University has offered you, even if something changes (e.g. funding goes away or a course is cancelled).

The current contractual minimum wage for all hourly employees is \$15.76. On January 1, 2019, the minimum will increase to \$16.00. On July 1, 2019, the minimum will increase to \$16.32.

Beginning Fall Quarter 2018, all departments and hiring units are required to post hourly pay rates on their websites.

All bargaining unit employees will receive a free University Pass starting July 1, 2019

## Know Your Rights!

### All Hourly ASEs Are Covered By the Following:

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## Transit

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**Questions? Problems?  
Want to get more involved?**  
**206-633-6080**  
**[www.uaw4121.org](http://www.uaw4121.org)**  
**[contractenforcement@uaw4121.org](mailto:contractenforcement@uaw4121.org)**

### **Childcare**

You are eligible for \$1250 per quarter for qualifying  
childcare expenses if you do not already receive  
support through the UW Childcare Assistance  
Program. UW provides \$60,000 for this program. You  
are also entitled to access lactation stations: for  
locations, check out [uaw4121.org](http://uaw4121.org).

### **Paid Sick Days**

You are entitled to paid sick and safe days, (and to  
care for family members) at a rate of 1 hour for every  
40 hours worked

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You can access the full 2018-2020 collective  
bargaining agreement at  
<http://www.uaw4121.org/know-your-rights/contract/>

If you experience problems in any of these areas,  
please get in contact with us immediately, even if  
you've already contacted another campus resource or  
aren't sure what you'd like to do. A union  
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out your options, and will advocate  
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