



UAW Local 4121 Initial Bargaining Goals

Compensation & Standards of Living

Improve overall compensation and standards of living for all ASEs to keep pace with increases in cost of living, rising tuition and fees, work requirements, and peer wages through:

- a) Wage increases
- b) Expanded waiver of tuition and fees

Health & Welfare

Secure improvements to the current health and welfare benefits, such that:

- a) ASEs with extraordinary healthcare costs are protected
- b) Health insurance services are adequately covered, including for vulnerable and under-represented populations
- c) Efficiency of plan administration is maximized
- d) Work-related injuries or illnesses are adequately addressed

Family-Friendly Benefits

Expand family-friendly rights and benefits, such as:

- a) Increased dependent health coverage
- b) Improved family medical leave benefits
- c) Improved childcare access and subsidies.

Academic Quality

Ensure that ASEs' ability to maintain quality in their jobs is not hindered by inadequate staffing or resources.

Maintain all existing rights and benefits under the existing contract.