

Dear Interim President Ana Mari Cauce,

We, the faculty of the University of Washington, are writing to

1. Express our support for UW Academic Student Employees (ASEs) as they negotiate with the university over the terms of their next contract, and
2. Urge the University to avoid forcing a strike and engage in the bargaining process in a meaningful fashion.

ASEs are represented by elected members of UAW Local 4121, whose stated mission is to secure a fair contract that promotes inclusion, excellence, and equity in the workplace. We believe that the following demands, as specified in the attached document, are necessary for ensuring this. The University must work with UAW 4121 to incorporate these demands into the UAW-UW Collective Bargaining Agreement.

- **Increase compensation:** Make UW a leader among Global Challenge Institutions in terms of ASE wages, and provide a living wage to *all* UW workers by joining other employers in the City of Seattle in raising the minimum wage to \$15 an hour.
- **Improve health care:** Improve coverage and transparency in benefits so that ASEs can focus on their work rather than on whether they will get the medical care they need.
- **Prevent and redress microaggressions:** Develop a common understanding of microaggressions and establish that ASEs have a right to not experience microaggressions. Furthermore, develop training to educate the university community about how to promote a thoughtful, empathetic campus community.
- **Eliminate the International Student Fee:** Eliminate the only fee that targets one subset of the student population.
- **Improve child care, family leave, and lactation facilities:** Take steps to make UW a leader in improving academia's treatment of ASEs with families.
- **Ensure access to all-gender bathrooms:** Make UW a welcoming place to work for people of all genders and identities.

With the April 30th expiration date of the current ASE contract quickly approaching, it is imperative that the university meaningfully and promptly respond to these bargaining demands so as not to force UAW 4121 to strike. Annually, ASEs provide more than 1.3 million hours of instruction and even more hours of research at UW. A strong, socially just contract will enable ASEs to continue their support of the university's mission as a world-class institution for teaching and research. In addition, high-quality working conditions for ASEs are essential for attracting talented students to UW. Given these deep connections between ASE labor and excellence at UW, we stand in support of UW ASEs, and we hope that the university will finally come to the bargaining table with meaningful, actionable counters to the above proposals, and be ready to negotiate with the union to effect change.