

AAUDE Graduate Assistant Stipend Survey 2006-07

ELIGIBILITY OF GRADUATE STUDENT ACADEMIC APPOINTEES FOR UNIVERSITY OF CALIFORNIA PROGRAMS AND BENEFITS

Accidental Death and Dismemberment - Students are not eligible for University employee AD&D.

Dental Insurance - Students are not eligible for the University's employee dental insurance. If a campus has dental coverage in its mandatory student health insurance plan, appointees are covered by virtue of their student status.

Employer Paid Health Insurance - Students are not eligible for the University's employee health insurance. However, all campuses have separate mandatory health insurance coverage programs for graduate students. A fee is charged each student for this year-round coverage (see Attachment 4); graduate/professional degree students who have at least a 25%-time academic appointment receive a "graduate student health insurance program" (GSHIP) remission to cover the premiums.

Holidays - Graduate student academic appointees receive official University holidays as listed in the University calendar (e.g., President's days, Thanksgiving). "Intersession" periods (e.g., Winter or Spring break) are not 'holidays.'

Employee-Paid Life Insurance - Students are not eligible for University employee life insurance.

Retirement - Student appointees are specifically excluded from membership in the University of California Retirement System.

Short-term Disability - Student appointees are not eligible.

Sick Leave - Student academic titles, along with certain other academic titles, do not accrue sick leave. However, they may be granted leave regardless of duration by the Chancellor, and are also eligible for childbearing and military leave.

Social Security - Student appointees who are registered and enrolled in at least a half-time course of study (as measured in course units) and employed less than 80% time are exempt from paying FICA. Students employed during the summer are subject to withholding unless they are taking at least the appropriate number of units and have an appointment of less than 80% time. Students not under the FICA exemption pay Medicare and contribute to the University's Defined Contribution Plan.

Unemployment Insurance - Student appointees are not eligible.

Vacation - Vacation accrues for only those Graduate Student Researchers who are appointed for a full year and who serve in an appointment for 6 months or more. Accrual is 2 days per month for those on 100% appointment. No vacation accrues at appointments of less than 50% time. TAs, Readers and Tutors do not receive vacation.

Workers Compensation - All University employees are eligible, including students paid by the University. Benefits are contingent on accident or injury being judged as related to the course and scope of employment.

Formal Grievance Procedures - For GSRs (and Readers and Tutors at UC Santa Cruz), same as available to non-Senate academics. TAs (and Readers and Tutors except at UCSC) use the grievance procedures specified in the collective bargaining contract between the University and the UAW..

The specifics of benefits for TAs, Readers and Tutors may differ, depending on the provisions of the UC-UAW bargaining agreement.