



OFFICE OF THE VICE PROVOST -  
ACADEMIC PERSONNEL AND PROGRAMS

OFFICE OF THE PRESIDENT  
1111 Franklin Street, 11<sup>th</sup> Floor  
Oakland, California 94607-5200

August 31, 2018

**EXECUTIVE VICE CHANCELLORS/PROVOSTS  
VICE PRESIDENT HUMISTON**

**RE: Academic Student Employee Salary Scales  
Revised Graduate Student Researcher Salary Scales**

Dear Colleagues:

In accordance with the contractual agreement between the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and the University of California, enclosed are the University's 2018-19 salary scales for the Academic Student Employees (ASE). Pursuant to the terms of Article 29, Wages, of the contract, the ASE salary scales have been adjusted by a general range adjustment increase of 3% with an effective date of October 1, 2018 for monthly paid employees and the first pay period commencing after October 1, 2018 for bi-weekly paid employees.

All ASEs should receive the 3% general range adjustment (see attached Tables 18, 19, and 20). For titles in the ASE bargaining unit whose rates are not maintained by the Office of the President (for example, *Associate in \_\_\_\_\_* and *Acting Instructor-Graduate Student* titles at the Berkeley campus), each campus will need to ensure that the 3% increase prescribed in the agreement is implemented.

In addition to the 3% increase in the salary scale, ASEs with a 25% or greater appointment in the fall term who are employed on or before October 1, 2018 will receive a one-time, \$100.00 ratification lump sum payment. Payout of the lump sum is planned to be made to all eligible ASEs with the November 1, 2018 monthly paycheck or the first bi-weekly paycheck commencing after November 1, 2018.

The San Francisco campus has indicated that employees in teaching titles that are not in the ASE bargaining unit (for example, Remedial Tutors, Teaching Assistants, and Teaching Fellows at the San Francisco campus) will receive the 3% increase, effective October 1, 2018 for monthly paid employees and the first pay period commencing after October 1, 2018 for bi-weekly paid employees.

In addition, revised salary scales for Graduate Student Researchers and Graduate Student Assistant Researchers are enclosed (see attached Table 22). This version replaces the salary scale table that was issued on July 20, 2018 for rates effective October 1, 2018.

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The salary scales will be available online at: <https://www.ucop.edu/academic-personnel-programs/compensation/salary-scale-revisions.html>.

If you have questions, please email Director Amy K. Lee in my office at [AmyK.Lee@ucop.edu](mailto:AmyK.Lee@ucop.edu) or call the Academic Personnel and Programs main phone line at (510) 987-9479.

Sincerely,



Susan L. Carlson  
Vice Provost, Academic Personnel and Programs

Enclosures: Tables 18, 19, 20, and 22

cc: President Napolitano  
Provost and Executive Vice President for Academic Affairs Brown  
Executive Vice President and Chief of Staff Nava  
Academic Council Chair White  
Executive Vice President Stobo  
Vice President Duckett  
Vice President Ellis  
Vice President Holmes-Sullivan  
Vice Provosts/Vice Chancellors Academic Personnel/Academic Affairs  
Associate Vice President Alcocer  
Associate Vice President Nation  
Graduate Deans  
Academic Personnel Directors  
Executive Director Baxter  
Executive Director Chester  
Executive Director Peterson  
Interim Executive Director Russi  
Chief of Staff Henderson  
Director Grant  
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