



ACADEMIC LABOR RELATIONS
CONTRACT IMPLEMENTATION UPDATE

March 6, 2023

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UAW-
REPRESENTED
BARGAINING
UNITS

■ **Contracts 12-9-22 to 9-30-27:**

Academic Researchers (RA)
Postdoctoral Scholars (PX)

■ **Contracts 12-23-22 to 5-31-25:**

Academic Student Employees (BX)
Graduate Student Researchers (BR)

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CONTRACT TRAINING AND IMPLEMENTATION SUPPORT

Future Trainings

- Managing in a unionized environment
- Performance management
- Defusing conflict in the lab or classroom

CONTRACT IMPLEMENTATION TRAININGS

- Postdoc/Acad Researcher:** UCOP sessions with UCI AP Q&A, held on 1/24 and 2/9
- ASE/GSR:** UCOP sessions
ASE: 3/7 & 3/9
GSR: 3/20 & 3/21
- UCI contract implementation training:** coming soon

OTHER SUPPORT

- AP LR Office Hours:** biweekly, next opportunity March 13th
- Contract mark-ups and salary scales:** AP's website (ap.uci.edu)
- AP Labor/Employee Relations:**
Kristin Beattie, k.beattie@uci.edu
Kelly Lindlar, klindlar@uci.edu

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GSR SCALE TRANSITION - APRIL 1, 2023

GRADUATE STUDENT RESEARCHER FISCAL YEAR RATES Salary Admin Plan: T022

Rank	Increment	Adjusted Scale 10/1/2021		
		Annual	Monthly	Hourly
GRADUATE STUDENT	1	\$44,011	\$3,667.58	\$21.08
RESEARCHER	2	\$47,435	\$3,952.92	\$22.72
Grade 1 (e.g., 003284, 003282, 003266)	3	\$52,604	\$4,383.67	\$25.19
	4	\$56,818	\$4,734.83	\$27.21
	5	\$60,599	\$5,049.92	\$29.02
	6	\$63,412	\$5,284.33	\$30.37
	7	\$68,492	\$5,707.67	\$32.80
	8	\$73,941	\$6,161.75	\$35.41
	9	\$79,873	\$6,656.08	\$38.25
	10	\$86,239	\$7,186.58	\$41.30

NOTES:

1) Salary Plan, Grade is for use in UCPath only.

Updated February 2023

Adjusted Scale 4/1/2023

New Increment	100% Effort		
	Annual	Monthly	Hourly
1	\$61,080	\$5,090.00	\$29.25
2	\$65,814	\$5,484.50	\$31.52
3	\$70,915	\$5,909.58	\$33.96
4	\$76,411	\$6,367.58	\$36.60
5	\$82,333	\$6,861.08	\$39.43
6	\$88,714	\$7,392.83	\$42.49

Adjusted Scale 4/1/2023

New Increment	50% Effort	
	Annual	Monthly
1	\$30,540	\$2,545.00
2	\$32,907	\$2,742.25
3	\$35,458	\$2,954.79
4	\$38,206	\$3,183.79
5	\$41,167	\$3,430.54
6	\$44,357	\$3,696.42

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Admission Offer letters

- Must use template letter in Slate
- Explicitly separate student support fellowships from employment (work or service)
- Reach out to Grad Division for additional questions:
gradslate@uci.edu

Written Notice of Appointment

- ASE/GSR appointments may **only be established** by the issuance of a “Written Notice of Appointment” (WNA) as outlined in the collective bargaining agreements
- Templates forthcoming

IMPLEMENTATION UPDATES —
ADMISSION AND APPOINTMENT DOCUMENTS