New ASE Orientation: Flow Chart for Union Access and Impact on ASE Pay/Workload

Does the Department require new ASEs to attend a campus-wide orientation?

Yes: Does the Department require new ASEs to attend a Department or Division orientation?

Yes: UAW gets 30 minutes of access at campus-wide orientation only

No: UAW gets 30 minutes of access at the Department or Division orientation

No: UAW must be provided 30 minutes to conduct a new ASE orientation

Does the Union Get Access?

Yes: UAW gets 30 minutes of access at campus-wide orientation only

No: UAW gets 30 minutes of access at the Department or Division orientation

No: UAW must be provided 30 minutes to conduct a new ASE orientation

Workload/Pay Implications

TA: Paid for both campus and Dep/Div orientation*
R/T: Both paid; Report time on CruzPay for both

TA: Campus orientation is paid*
R/T: Campus orientation is paid; report time on CruzPay

TA: Dept/Div orientation is paid*
R/T: Dept/Div orientation is paid; report time on CruzPay

TA: Not paid because attendance is not required
R/T: Not paid because attendance is not required

Key:
TA: Teaching Assistant
R/T: Readers and Tutors
New ASEs: A TA is “new” when s/he receives his/her first appointment at UCSC. For the purposes of 2014 only, all R/T are considered “new”.

NOTE: If attendance is required, UAW’s 30 minutes is always part of paid time

*TAs are typically paid for required attendance by counting orientation time against 220 hr/max workload for that quarter’s TA appt; with required pre-approvals (Grad Dean, Dept, Div) may also be paid via one-time pay form at hourly TA rate (TA 50% quarterly rate divided by 220)