



WASHINGTON STATE
UNIVERSITY

Academic Student Employees Collective Bargaining Agreement: Updates from the Implementation Team

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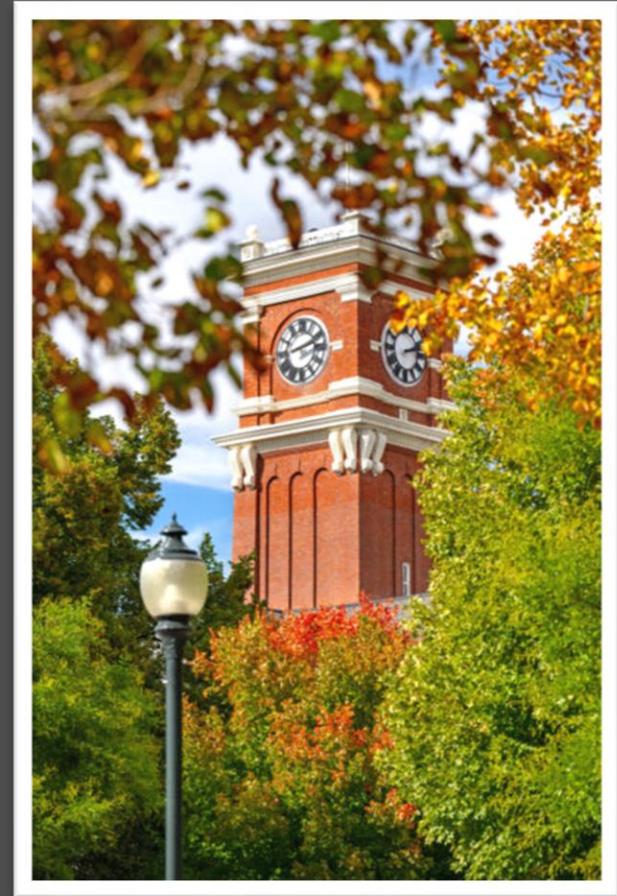
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The first WSU-UAW Contract went into effect February 1, 2024

Implementation work started immediately and is ongoing.

Implementation Team

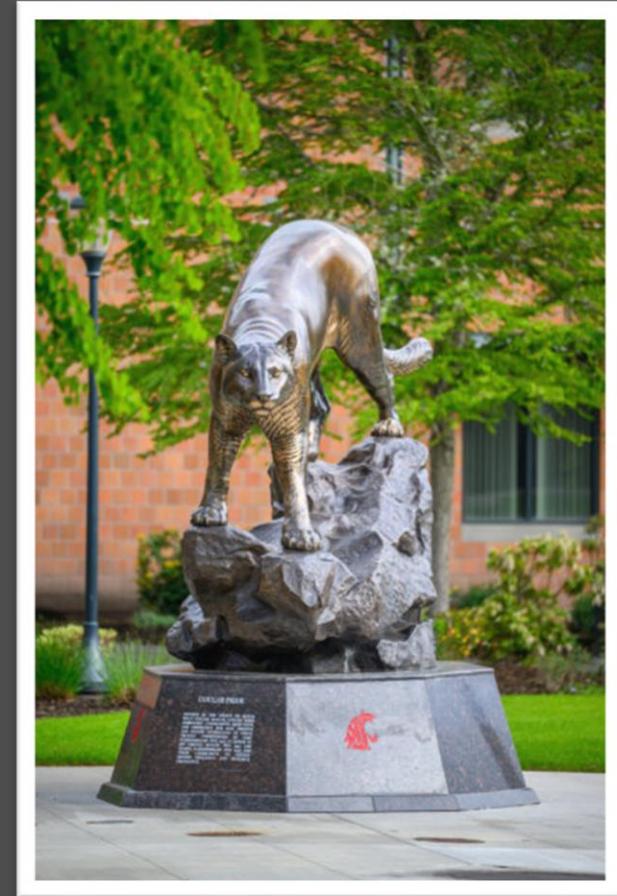
- Graduate School + Labor Relations
 - Meet weekly
 - Maintain ongoing communication
- Partners across the University
 - Budget Office
 - Cougar Health Services
 - Modernization
 - Payroll
 - Provost
 - Research
 - Student Affairs
 - Other administrative system and campus units



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Print and Electronic Guidance

- Labor Relations Website
 - [Labor Relations WSU-UAW page](#)
- Graduate School Website
 - [Chapter 9 of the Graduate School Policies and Procedures](#)
 - [Finances page](#)
 - [Assistantships page](#)



Academic Student Employees (ASEs):
Graduate Students

1438

Appoint-
ments

Implementation by the Numbers

Academic Student Employees (ASEs):
Undergraduate Students

57

Appoint-
ments

Synchronous Trainings:
**Leadership, faculty, and
administrators**

Implementation by the Numbers

Synchronous Trainings:
**Graduate program coordinators,
directors, and financial processors**

25

Sessions

516

Attendees

11

Sessions

5

Different
Topics

1

New
Assistantship
Program
Coordinator

46

Office Hours
with Graduate
School Finance
Team (Aug)

Stages of Implementation

Revised offer process



Wage Adjustments
(location-based)
on May 1



Job postings and
job descriptions



Wage Adjustments
(education + location)
on August 16



Time off and leave
management
(now in Workday)



Development of
resources for AEs
and administrators
continues...



Key Resources: Now & Ongoing

Additional Specific Resources

- [WSU-UAW Contract](#)
- [Representation Notice for Covered ASEs](#)
- [ASE Supervisor Quick Guide](#)
- [Overlap of ASE RA Duties and Academic Research/Training](#)
- [Workload](#)

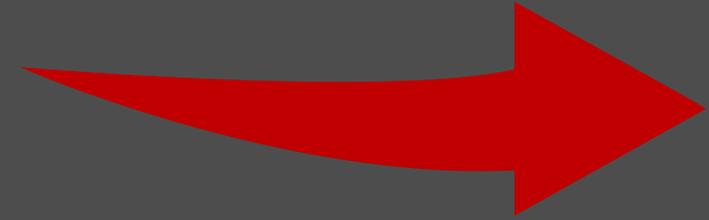
Example Templates

- [Offer Letters](#)
- [Job Postings](#)
- [Job Descriptions](#)



Looking Forward

- Continued collaboration with:
 - UAW
 - WSU system
 - Colleges
 - Campuses
- Continue to build out of programs:
 - Childcare Reimbursement
 - Pregnancy and Parental Leave
 - Empowering Prevention and Inclusive Communities (EPIC)



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Looking Forward

- Workday integration
- Structure of appointing ASEs
- New changes for Summer 2025
- Job performance evaluations
- MSI (3%) in October 2025
- Creation of new committees



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Questions?

