



ELECTRICAL & COMPUTER ENGINEERING

NEW STUDENT EMPLOYEE ONBOARDING SESSION - SALARIED

ECE PAYROLL

The HR/Payroll Manager is responsible for:

- Providing guidance and support on HR, appointment, and employment-related questions and concerns.
- Conducting student onboarding meetings and assisting with position updates and employment matters.
- Monitoring compliance with Sexual Misconduct Declaration requirements.

For assistance with these matters, contact **Christie Peralta, HR/Payroll Manager**, at cperal23@uw.edu.

The ECE Payroll Team is responsible for:

- Managing student appointments and related personnel actions, including offer letters, Workday transactions, PhD promotions following the General Exam, and quarterly offer letter decision tracking.
- Sending reminders for time reporting requirements, including Holiday Taken Time Off and timesheet submissions.
- Responding to payroll-related questions and concerns.

For payroll assistance, contact the **ECE Payroll Team** at ecpayroll@uw.edu.

UAW LOCAL 4121

This is the union for Academic Student Employees (ASE), Postdoctoral Scholars, and Research Scientists (Assistants – grade 4). Students can view the UAW Academic Student Employees (ASEs) contract for details on employment conditions.

ASEs can contact UAW with questions:

Webpage

<https://www.uaw4121.org/>

Email

uaw4121@uaw4121.org

Office Address:

UAW Local 4121
2633 Eastlake Ave E.
Suite 200
Seattle, WA 98102

LOCATION & CONTACT

Paul Allen Center (PAC) AE 114

Phone: (206) 221-6716

Drop-in availability may vary.

Students can schedule appointments via email (cperal23@uw.edu) or [booking calendar](#) (15-minute, in-person).

UAW ASE CONTRACT

<https://hr.uw.edu/labor/academic-and-student-unions/uaw-ase/ase-contract>

SALARIED APPOINTMENTS

The most common salaried job profiles graduate students will hold are Research Assistant (RA) and Teaching Assistant (TA). A small number of students may hold a Graduate Staff Assistant (GSA) or Predoctoral Instructor job profile within the ECE department.

Each department has an individual variable rate for the year. RAs are paid at the rate of the student's academic home department. TAs and GSAs are paid at the hiring department rate.

ASEs with a 50% FTE appointment are expected to work a maximum of 220 hours per quarter. They shall not be required to work more than an average of 20 hours a week, and shall not exceed 30 hours in a given week except by the ASE's consent. They are not required to work more than an average of 20 hours a week, and must not exceed 30 hours in any given week without the ASE's consent. Alternate percentage appointments will be directly proportional to the 50% FTE appointment in relationship to workload per week and per quarter ([UAW ASE Contract, Article 35](#)).

To be eligible for benefits during the **Academic Year** (Autumn – Spring), appointments must meet the following criteria:

1. Position runs for 5 of 6 pay periods
2. FTE is at least 50%
3. Enroll in at least 10 credits

Over **Summer Quarter**, appointments must meet the following criteria:

1. Position runs for at least 2 consecutive pay periods
2. FTE is at least 50% FTE
3. Enroll in at least 2 credits

The pay period dates by quarter are:

- AUTUMN: September 16 – December 15
- WINTER: December 16 – March 15
- SPRING: March 16 – June 15
- SUMMER: June 16 – September 15

TUITION & FEES

Students with a [graduate service appointment](#) that meet certain criteria are eligible for a waiver of tuition and some mandatory fees. For current amounts waived, please see "[Graduate Tuition Dashboards](#)" under "[Current Tuition and Fees Dashboards](#)," and use the toggle for "TAs and RAs receiving waivers" to see amounts waived or where payment is owed.

The following fees are waived and covered by eligible appointments:

- Operating fee
- Building fee
- Technology fee
- U-PASS

Tuition waivers are usually not disbursed to the student's account until shortly before the quarter begins. Before contacting the department about a missing tuition waiver, students should confirm the following:

1. Has the quarter started?
2. Do you hold a 50% FTE salaried ASE position OR a fellowship stipend that comes with a tuition waiver?
3. Are you enrolled in the minimum credits required for the quarter?

The department requests that students wait until the second week of the quarter before reaching out with concerns about tuition waivers not appearing on their accounts.

ECE RATES 2026-2027

(as of July 2025)

MASTERS: \$3,794.00 per month

PRE-GEN: \$3,794.00 per month

POST-GEN: \$3,984.00 per month

NOTE: rates shown above reflect 50% FTE appointments

Salaried Payment

Payday is the 10th and 25th of each month. If a payday falls on:

- **Saturday**, employees are paid on the preceding Friday.
- **Sunday**, employees are paid on the following Monday.
- **A Monday holiday**, employees are paid on the preceding Friday.

Hours worked from the 1st to the 15th are paid on the 25th. Hours worked from the 16th to the end of the month are paid on the 10th of the following month.

Fees that are NOT Waived

- Services & Activities (S&A) Fee
- Facilities Renovation Fee
- IMA Bond Fee

HEALTH INSURANCE

ASEs receive health insurance through the Graduate Appointee Insurance Program (GAIP). Details on coverage and eligibility can be found on the [UWHR Graduate Appointees webpage](#).

- Email: uwgaip@uw.edu
- Phone: 206-543-4444

International Student Health Insurance Program (ISHIP)

International students are required by federal and state laws to maintain health insurance while studying at UW (<https://iship.washington.edu/>).

International students who have GAIP-eligible appointments do not have to enroll or pay for ISHIP coverage. Coverage can be verified by contacting the [Benefits Office](#) to confirm whether or not the appointment is GAIP eligible for the quarter. If/when GAIP coverage is confirmed, the ISHIP Office will be notified and ISHIP coverage will be cancelled.

- **In the event that ISHIP is already paid**, Student Fiscal Services will credit the student account. If ISHIP has not already been paid, the charge will be dropped by Student Fiscal Services. If the department entered the TA/RA/SA appointment into the UW payroll system early enough, ISHIP will be canceled automatically.
- **In the event that annual ISHIP coverage was purchased** during a prior quarter and then the student obtains a GAIP-eligible appointment, the student will be credited and receive a check for the remaining quarters in the policy year, minus the administration fee.

Further information about health insurance for international students can be found on the [ISHIP webpage](#).

Insurance without an Appointment

UW students who are U.S. citizens or permanent residents can obtain health insurance from a variety of private and public sources. Information about eligibility and coverage options for students without an RA/TA appointment can be found on the [UW Wellbeing webpage](#).

SATISFACTORY PROGRESS POLICY

To maintain a high-quality program, the ECE Department has instituted a Satisfactory Academic Progress Policy and Progress to Degree Policy for graduate students enrolled in the daytime MSEE and PhD programs, which includes satisfactory academic performance and progress towards degree milestones as outlined below. Please contact Graduate Academic Advising (grad@ece.uw.edu) if you have any questions.

Basic Standards for Satisfactory Academic Performance

The UW, Graduate School, and Electrical & Computer Engineering Department requirements for satisfactory academic performance include:

- Students must enroll in a minimum of 2 credits or apply for On-Leave status each quarter, except during summer or vacation quarters, until their course requirements and general exam have been completed. RA's, TA's, and international students must register for a minimum of 10 credits, except for summer or vacation quarters.
- Students are expected to enroll in 10 credits that will count toward their degree, each academic quarter, except for their final quarter, or if approved for reduced enrollment.
- Graduate students are required to maintain a 3.0 cumulative GPA in the program to graduate, and earn at least a 2.7 GPA or 'CR' in coursework for it to count toward the graduate degree.
- Courses, seminars or research credits should be at the graduate level (4xx-8xx).

Review of Progress/Probation/Dismissal

All graduate students will be reviewed quarterly for satisfactory academic performance. If a student fails to meet the standards for satisfactory academic performance as described above, the Department will send a letter to the student via email with a copy to the faculty advisor, explaining they will be placed on academic warning or probation for the next quarter in residence. Faculty advisors will be consulted on all cases of probation. Students will be asked to contact Graduate Academic Advising within 10 days of receiving a letter. If students are placed on academic probation for more than two consecutive quarters in residence, they may be dismissed from the program. We will send a letter via email and US Mail informing students of dismissal from program to last address on record.

Students may appeal these recommendations by contacting Graduate Academic Advising who will forward the appeal to the Graduate Program Coordinator or Associate Chair for Education. Appeals beyond this point must follow the process outlined in [Policy 3.8: Academic Grievance Procedure](#).

Additional Requirements for PhD Students

The Department has the following additional expectations about PhD milestones:

- PhD students should identify their research advisor before the end of their first year in the program.
- PhD students should pass their qualifying exam by the end of their second year in the program.
- PhD students should pass their general examination by the end of their third to fourth year in the program.
- **The PhD supervisory committee should be appointed at least 3 months before the general examination.**
- **The PhD Reading Committee should be appointed at least 3 months prior to the final exam.**

FUNDING IMPACT

Failure to meet the expectations will result in the loss of department-supported funding (teaching assistantship and fellowship) and faculty-supported RA funding, for students with Academic Probation status.

In addition to the above academic and time to degree expectations, we expect from all PhD students:

1. Satisfactory work performance in your Academic Student Employee (ASE) appointment [Teaching Assistant (TA), Research Assistant (RA) and/or Staff Assistant (SA)]:
 - Departmental ASE's are provided with specific job descriptions when offered RA, TA or SA Appointments, and they are expected to perform their job responsibilities as outlined in their job description.
 - Students are expected to meet weekly with their advisor or supervisor to ensure that they are fulfilling the responsibilities of the position.
2. Meet all standards and requirements of the [Student Conduct Code of the University of Washington Handbook](#).
3. International students and permanent residents must demonstrate English Language Proficiency according to the [Policy 5.2: Conditions of Appointment for TAs who are not Native Speakers of English](#), no later than the end of their first academic year in the program.
4. **Failure to meet the expectations specified above will result in the loss of department-supported funding (teaching assistantship and fellowship) and faculty-supported RA funding, for students with Academic Probation status.**

Semi-Annual Review of Progress Faculty Review

In addition, PhD students will engage in an annual review during Spring quarter - with their faculty research advisor(s) and the Graduate Program Coordinator (GPC) and/or Review of Progress Lead Faculty - to assess student progress toward their degree, including academic and research progress, milestones (Qualifying, General and Final Exam), awards, publications, Academic Student Employment (ASE) performance, and future goals.

If student is determined to have not made adequate progress toward their degree in the Spring review, a warning letter or probation letter may be emailed to student, and a follow-up review will occur in Autumn quarter.

TIME OFF & ACCOMMODATIONS

Vacation Time Off is accrued based upon the FTE and duration of the salaried appointment (UAW ASE Contract, Article 32). Holiday Taken Time Off is applied to holidays that occur during the term of an ASEs appointment (UAW ASE Contract, Article 10). Sick Time Off is awarded based upon the FTE and duration of the salaried appointment (UAW ASE Contract, Article 17).

A leave of absence (LOA) can be requested for the following:

- personal illness and/or disability;
- care of a family member, childbirth, or adoption;
- bereavement due to the death of a family;
- family member's military deployment or service-related injury.

Definitions applied to LOA requests can be found in UAW ASE Contract, Article 17 Section 2.

Disability accommodations can be requested by contacting the Disability Services Office (DSO) by email (dso@uw.edu) or phone call (206-543-6452). More information can be found on the [Disability Resources for Students webpage](#).

Requesting Time Off

Requests to use sick time off and the personal holiday must be submitted according to department policy and recorded and tracked in Workday. There is currently no entry of vacation time off for use during breaks. For more information on how to record and track time off use in Workday, refer to the [Enter Absence \(Time Off\) webpage](#).

The table below summarizes when and how to track time off types but does not describe all contract provisions. Refer to your department's policies for more information, when applicable, on how to request and receive approval for the use of time off.

Time off type	Track time off	How to track in Workday	Additional notes
Holidays (Article 10)	Enter holiday taken time off for holidays during academic quarters in which you have an appointment as a salaried ASE.	Plan ahead. To avoid having to log each holiday, record your intention to take the day off for upcoming UW holidays.	Quarterly workload expectation is not reduced by holidays (Article 35). Holiday taken time off does not route to the Time/Absence Approver for approval.
Personal Holiday (Article 10)	Enter hours on the day you select to use as a personal holiday	See Using Your Personal Holiday guide.	Quarterly workload expectation is not reduced by use of personal holiday (Article 35).
Sick time off (Article 17)	Use if you need to miss scheduled work activities for one of the reasons listed in Article 17, unless you can shift work activities to another time. Example 1: You have TA responsibilities Mon. and Wed. but are sick. Request sick time off for Mon. and Wed. but not Tues. Example 2: You have a doctor's appointment and planned to grade papers at the time of the appointment. Do not request sick time off if you decide to grade papers at a different time.	See Enter Absence (Time Off) guide.	Quarterly workload expectation is reduced by use of sick time off (Article 35). If work is shifted to another time and sick time off is not used, this does not reduce the quarterly workload expectation.

ECE Notification Expectations

As an ECE department best practice, students should inform their supervisors in advance of taking time off to ensure tasks are covered and comply with university policies.

It is advised that students review the UAW ASE contract and the UWHR webpage on time off for ASEs.

- [UAW ASE Contract, Article 32](#)
- [Time Off Policies for ASEs](#)

Appointments While Abroad

Based upon guidance from the Graduate School, students are permitted to maintain their quarterly ASE appointment while being outside the country if the following conditions are met:

1. There is no work to complete during the period from campus/abroad.
2. The time away will be used as vacation time off.
 - a. Per the [UWHR webpage](#), there is currently no entry of vacation time off in Workday.
3. The faculty supervisor is okay with the time off request **and** understands no work will take place during.
4. The student reaches their 220-hour quarterly requirement by the end of the quarter.

If a student anticipates being outside the country during any portion of their appointment, they should notify their faculty supervisor and the HR/Payroll Manager as early as possible. This allows sufficient time to prepare the necessary documentation confirming that all conditions listed above have been met.

IMPORTANT

Student employees **CANNOT** work remotely in an international location. This puts the University and the individual at risk for tax and employment legal violations.

Extraordinary circumstance must be requested by the unit for central university review and approval.

Email the HR/Payroll Manager for further discussion.