



COUNT ME IN THE MAJORITY!



Name: _____ Email: _____
(first name) (last name) (nickname)

Mobile Phone: _____ Department/Affiliation: _____

Work Location: (bldg) _____ (room) _____ Other Work Location: (bldg) _____ (room) _____

Campus: _____

Job Title (check all that apply):

- Project Scientist
- Researcher
- Spec. Co-op Ext.
- Scientific Eng. Assoc.
- Specialist
- Junior Specialist
- Agronomist
- LBL Career Track
- Other: _____

I join with my colleagues to improve our wages, our working conditions and our profession. I authorize UC Academic Researchers United/ International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, and its Local Union 5810 to represent me in collective bargaining. I understand that Academic Researchers United will elect a bargaining team of our colleagues to negotiate the contract and that no Academic Researcher will pay any dues or fees until contract terms have been democratically approved by UC Academic Researchers.

Date: _____ Signature: _____
(month) / (day) / (year)

----- TEAR HERE -----

Joining Together for a Better UC and Stronger Science

Like thousands of academic workers across the country who have formed unions to improve working conditions and help raise standards nationwide, we are forming a union to bargain collectively with UC and advocate more broadly for our common interests like protecting and increasing funding for research and expanding the rights of immigrants and visa holders.

WITHOUT A UNION:

- UC is the final decision-maker on all aspects of wages, benefits and working conditions;
- UC may consider input about Academic Researcher working conditions, but decides how and when to use that input;
- UC can change working conditions without Academic Researchers' agreement; and
- UC rules and regulations can't be easily enforced by individual Academic Researchers.

WITH A UNION:

- UC Academic Researchers choose a bargaining committee that gathers input from other UC Academic Researchers;
- That bargaining committee negotiates a contract on equal footing with UC assisted by active participation of UC Academic Researchers;
- That contract must be approved by a vote of UC Academic Researchers before it goes into effect;
- That contract determines the terms and conditions of our employment and is binding and enforceable, usually by appeal to a neutral third party; and
- UC Academic Researchers gain a stronger public voice, working with tens of thousands of other UAW members who lobby and engage elected officials to make improvements.

George Agak, Researcher
 Umesh Ahuja, Researcher
 Evangeline Ballerini, Project Scientist
 Samuel Bertin, Project Scientist
 Luke Bonser, Specialist
 Hugo Carreira, Project Scientist
 Michelle L. Castelletto, Project Scientist
 Javier A. Ceja-Navarro, Research Scientist
 Saikat Chakraborty Thakur, Project Scientist
 Ching-Wen Chang, Project Scientist
 Jaemyung Choi, Project Scientist
 Santo Fedele Colosimo, Researcher
 Sergio Covarrubias, Specialist

Steve Croft, Researcher
 Adam De Smith, Researcher
 Jesse Elias, Specialist
 Ahmed Farouk Salem Abdalla, Project Scientist
 Zachary Galloway, Specialist
 Andrew Gilder, Project Scientist
 Vincent Guacci, Researcher
 Sonia Guha, Project Scientist
 Benjamin Gunn, Project Scientist
 Stephen Hancock, Project Scientist
 Nadine Heck, Project Scientist
 Sahar Houshdaran, Specialist
 Yuki Inclan, Specialist
 Maria Irigoyen Lopez, Project Scientist

Juliette Jackson, Specialist
 Ross Johnson, Project Scientist
 Anna Kalashnikova, Project Scientist
 David Kiline, Project Scientist
 Karam Kim, Project Scientist
 Markus Kowalewski, Project Scientist
 Moorthy Krishnan, Project Scientist
 Heike Kroeger, Project Scientist
 Brandon Kuczynski, Project Scientist
 Eric Lindner, Specialist
 Miguel Lopez, Project Scientist
 Zachary Luce, Junior Specialist
 Maria Luisa Mandelli, Researcher
 Elisabetta Mantuano, Project Scientist
 Laura Marinelli, Researcher
 Paul Mattern, Researcher

Mary McMahon, Specialist
 Felipe Lee Montiel, Specialist
 Dennis Montoya, Project Scientist
 Gilberto Aleph Prieto Moreno, Project Scientist
 Norman Nelson, Researcher
 Kirsten Obernier, Specialist
 Tod A. Pascal, Project Scientist
 Manash Paul, Project Scientist
 Sally Picciotto, Researcher
 Francisco Pina-Nunez, Project Scientist
 Daryl Preece, Project Scientist
 Christina Priest, Project Scientist
 Farah Rahmatpanah, Project Scientist

Isabella Rauch, Specialist
 Ajay Ravindranathan, Specialist
 Eva Robinson, Specialist
 Celine Rocca, Project Scientist
 Delany Rodriguez, Specialist
 Mily Ron, Specialist
 Lorena Saelices, Project Scientist
 Marco Schiavon, Researcher
 Lisa Schwarz, Researcher
 Ben Sherlock, Project Scientist
 Lei Shi, Project Scientist
 Francesca Soncin, Project Scientist
 Hye-Won Song, Project Scientist
 Prasanna Srinivasan, Project Scientist
 Jean-Charles Stinville, Specialist
 Amy Tang, Specialist

Michel Tassetto, Specialist
 Rosane Teles, Project Scientist
 Thomas Touboul, Project Scientist
 Renault Travadon, Project Scientist
 Adriana Villasensor, Project Scientist
 Stella Villegas-Amtmann, Project Scientist
 Gunnar Voet Voet, Project Scientist
 Tanner Wakefield, Specialist
 Erin Wechsler, Specialist
 Max Wilder, Specialist
 Alejandra Young, Project Scientist
 Jonathan Yu, Project Scientist
 Hsiu-Shan Yu, Researcher
 Adam Zeillinger, Project Scientist
 Kening Zhou, Project Scientist



PRELIMINARY BARGAINING SURVEY



Circle a number to indicate whether/how you'd like to see each issue addressed in a contract:

1 = Not important to me 2 = Protect what I have 3 = Make improvements

Salary | 1 2 3 | Comments: _____

Paid Parental Leave | 1 2 3 | Comments: _____

Child Care Assistance | 1 2 3 | Comments: _____

Career Development | 1 2 3 | Comments: _____

Health Benefits | 1 2 3 | Comments: _____

Promotion & Appointment Transparency | 1 2 3 | Comments: _____

Rights of International Researchers | 1 2 3 | Comments: _____

Retirement Benefits | 1 2 3 | Comments: _____

Appointment Length | 1 2 3 | Comments: _____

Layoff Protection | 1 2 3 | Comments: _____

Other(s) | 1 2 3 | Specify: _____

----- TEAR HERE -----

Thanks for signing a union authorization card!

Academic Researchers United/UAW is a growing group of UC researchers working to create a union of Academic Researchers. When a majority of UC Academic Researchers sign union cards, and the State Labor Board counts the cards and approves the petition to form a union, Academic Researchers can begin bargaining with UC. Collectively, Academic Researchers have more power to negotiate than they do individually.

The bargaining process includes many steps:

- UC Academic Researchers elect a bargaining committee made up of Academic Researchers;
- The bargaining committee conducts surveys of what Academic Researchers would like a contract to address;
- Based on surveys, the bargaining committee drafts initial bargaining proposals and submits those proposals to peers for democratic approval;
- The bargaining committee sits down and negotiates with UC administrators;
- UC Academic Researchers assist the bargaining committee with active participation in the contract campaign;
- UC Academic Researchers decide what to bargain for and what the terms of the contract are, including dues and fees just like salaries, benefits, and other workplace rights;
- Once a collective bargaining agreement has been negotiated, all UC Academic Researchers can vote to approve or reject the agreement to decide if it goes into effect (or if the bargaining committee must continue to bargain a better contract).

No one will pay any dues or fees until the collective bargaining agreement has been approved by a vote of UC Academic Researchers. In the UAW, dues for members are 1.44% of gross income. Additionally as is typical of other UAW academic worker unions, Academic Researchers might vote to include a provision in the collective bargaining agreement requiring employees who do not choose to become members of the union to pay a comparable percentage in "agency" or "fair share" fees (equal to the costs of representation), since all employees would benefit from the contract and since the union would represent all employees.

If you have questions or want to get more involved, email: arunited@academicresearchersunited.org, and check out academicresearchersunited.org for more information.