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.

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.
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.