

California Legislature

March 11, 2019

Janet Napolitano, President
University of California
Office of the President
1111 Franklin Street
Oakland, CA 94607

Re: Academic Researcher Union and Bargaining First Contract

Dear President Napolitano,

As you know, in the past 12 years, the University of California has secured greater federal research funding and developed more patents than any other university in the nation. For this, the university is to be commended and should be proud. Of course, this is in no small part due to the work of 5,000 academic researchers, who dedicate long hours to advancing the University's research mission.

Academic researchers rarely realize their share of the economic success they help to create. Many of them experience low pay and limited job security. Last September, a majority of academic researchers at UC (approximately 3,500) submitted cards authorizing the formation of a union, so they can bargain to improve their working conditions. The Public Employment Relations Board (PERB) verified this majority in November.

The University and this group of employees must now proceed through a process under the Higher Education Employer-Employee Relations Act (HEERA). However, it is our understanding that while there may be disputes related to the composition of the bargaining unit, PERB has verified the right of the union to be recognized. In your capacity as President, we urge you to recognize the Academic Researchers' union (Academic Researchers United / UAW Local 5810), permitting the collective bargaining process to proceed so that terms of a contract can be reached in a timely fashion.

As you know, the Legislature has passed card check legislation to create a more democratic, streamlined process for workers to form a union. We respectfully urge you to ensure that the rights of thousands of UC employees who signed union cards at UC are respected, so that a contract can be negotiated that properly reflects the critical work of the University's world-class researchers.

CC: Michael Brown, Provost and Executive Vice President
Rachael Nava, Exec Vice President, COO, and Chief of Staff

Sincerely,

Connie McLean

Jim AD80

J. AD61

Ash Kalra AD27

AD52

Cecilia Aguilar-Curry
AD4

David Chiu AD17

Yah Sh... AD29

Goodwin AD78

SD-6

C SD 2

Nancy Skinner SD-09

Scott Wiener SD11

Maria Elena Go SD 24

Quadr. Cabrera
SD12

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