



Initial bargaining demands for Academic Researchers United / UAW Local 5810

Academic Researchers at the University of California -- Researchers, Project Scientists, Specialists, and Coordinators of Public Programs -- present the following contract demands to improve our working conditions and thereby advance research programs at UC. These demands are based on over 2,400 bargaining surveys completed by a majority of Academic Researchers (ARs).

I. Support successful career paths for Academic Researchers

- Create a timely, fair, and transparent process for appointments, reappointments, and promotions; additionally, increase minimum appointment lengths.
- Improve access to career development resources, teaching opportunities, and training, and support ARs in establishing independent research programs.
- Guarantee ARs proper credit, pay, and support for all job duties including authorship, service, grant writing, training, and mentoring, and control over the dissemination of their research products.
- Ensure continuity of research programs by providing layoff protection -- including during funding gaps -- and other policies that promote AR retention.

II. Improve pay and benefits to match the value of Academic Researchers' work

- Implement a competitive pay structure that reflects AR contributions and experience, and accounts for the high cost of living in California.
- Improve medical, dental, vision, and retirement benefits, provide equal benefits to all ARs regardless of appointment length or percentage, and reduce out-of-pocket costs without compromising research grants.
- Provide flexible, guaranteed, and transparent access to paid vacation and sick days, as well as medical, family, and other leaves of absence.
- Improve access to university facilities and programs including subsidized housing, transit, parking, and tuition.

III. Build an inclusive, accessible, equitable, and diverse research community

- Establish strong and meaningful protections against discrimination, sexual harassment, bullying, retaliation, and ethics violations.
- Provide childcare support, paid leave for all new parents, flexible scheduling, and other family-friendly policies.

- Increase stability for international ARs via timely visa processing and support for transitioning to permanent residency, full coverage of all visa and immigration-related costs, no loss of pay during visa processing, and the option to elect their visa type.

IV. Foster a safe, fair, and productive work environment

- Guarantee fair and transparent health and safety protections, provide all necessary workspaces and materials, and a reasonable workload.
- Establish just cause protections against unfair discipline and dismissal, a fair grievance procedure, and access to neutral, binding arbitration.
- Recognize and allow for the performance of all union representation duties, including ensuring all new Academic Researchers a union orientation.

The Union reserves the right to submit proposals on additional bargaining topics not specifically listed here.

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