

This is part of a package proposal. UAW reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described below, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.

Article XX - Titles and Classifications

The University shall appoint an Academic Researcher only to the title series and rank for which they are most appropriately qualified. Nothing shall prevent university from appointing an appointee with a position above their required level of experience.

A. Specialist Series

1. The Specialist series is used for academic appointees who are engaged in any specialized research, professional activity, and University and/or public service.
2. Junior Specialist (title codes 3329 and 3330) - Appointees to the junior specialist rank should possess a baccalaureate degree or equivalent research experience.
3. Assistant Specialist (title codes 3320 and 3321) - Appointees to the assistant specialist rank should possess a master's degree (or equivalent degree) or two - five years of relevant research experience.
4. Associate Specialist (title codes 3310 and 3311) - Appointees to the Associate rank should possess a master's degree (or equivalent degree) or five to ten years of relevant experience.
5. Specialist (title codes 3300 and 3301) - Appointees to the full Specialist rank should possess a doctorate (or equivalent degree) or ten or more years of relevant experience.

B. Project Scientist Series

1. The Project Scientist series includes title codes 3390, 3391, 3392, 3393, 3394, 3395, 3490, 3491, 3492, 3493, 3494, and 3495
2. Project Scientist series titles are given to those appointees who make significant and creative contributions to a research or creative project in any academic discipline. Appointees with Project Scientist titles may engage in University and public service.

3. An appointee to the Project Scientist series will ordinarily have a doctorate (or equivalent). The University may make an exception to this requirement.

C. Professional Research Series

1. The Professional Research title series includes title codes 1987, 1988, 1989, 1997, 1998, 1999, 3170, 3180, 3190, 3200, 3210, and 3220
2. The Professional Research series is used for appointees who engage in, or are expected to transition to performing, independent research equivalent to that required for the Professor series.
3. An appointee to the Professional Research series will ordinarily have a doctorate (or equivalent). The University may make an exception to this requirement.
4. An Academic Researcher in the Professional Research series may refer to their job title as _____ Researcher (e.g., Assistant Researcher) or as _____ Research Professor (e.g., Assistant Research Professor).

E. Coordinator of Public Programs

1. The Coordinator of Public Programs series includes title codes 3501, 3503, 3505, 3507, 3509, 3511, 3513, 3515, 3541, 3543, 3545, 3547, 3549, 3551, 3553, and 3555.
2. The Coordinator of Public Programs series is used for appointees who engage in research, translation of research, and coordination of public programs.

F. NEW CLASSIFICATIONS

1. When the University creates a new Academic Researcher classification and title, the University shall mail a notice to the Union of the bargaining unit assignment, if any, of such classification. The Union shall have sixty (60) calendar days after the mailing of such notice to contest the University's assignment of the newly created classification/title to a bargaining unit, or to an employee grouping which has not been assigned to a bargaining unit. Academic Researchers shall not be assigned to the newly established classification until the bargaining unit assignment is either agreed to or resolved by PERB.
 - a. If the Union contests the bargaining unit assignment of the newly created classification/title within the sixty (60) calendar day notice period, the University

and the Union shall meet and confer in an effort to reach agreement on the bargaining unit assignment for the classification. If the parties are unable to reach agreement regarding the bargaining unit assignment of the title/classification, the dispute shall be submitted to PERB for resolution.

- b. If the Union does not contest the bargaining unit assignment of the newly created position within the sixty (60) calendar day notice period, the unit assignment of the new classification shall be deemed agreeable to the parties and Academic Researchers shall be assigned to the newly created classification.
2. If the new classification/title is in the bargaining unit, the University and the Union shall meet and confer regarding terms and conditions of employment for the new classification.

E. OUT OF UNIT MOVEMENT

1. This section shall not apply to individuals in an Academic Researcher title which the University contends are supervisory. In such cases, the provisions of Article ___ - Supervisors shall apply.
2. In the event the University initiates the movement of a person in an Academic Researcher title to a University title that is not in the bargaining unit, the University shall notify the Union in writing.
 - a. If the Union contests the removal of the individual(s) from the bargaining unit within fifteen (15) calendar days after receiving the University's notice, the University shall submit the matter to PERB for resolution. The University will not remove Academic Researchers from the bargaining unit until UC and the UAW reach agreement, or the matter is resolved by PERB.
 - b. If the Union does not contest the unit assignment of the Academic Researcher title(s) within the fifteen (15) calendar day notice period, the movement out of the unit may proceed.
3. In the event the University proposes to move any Academic Researcher job title out of the bargaining unit, the University shall notify the Union in writing.
 - a. If the Union contests the removal of the title(s) from the bargaining unit within sixty (60) calendar days of receiving the University's notice, the University shall submit the matter to PERB for resolution. The University will not remove Academic Researcher titles from the bargaining unit until UC and the UAW reach agreement, or the matter is resolved by PERB.
 - b. If the Union does not contest the unit assignment of the Academic Researcher title(s) within the sixty (60) calendar day notice period, the movement out of the unit may proceed.