

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 __ APPOINTMENTS

A. REQUIRED WORK AUTHORIZATION

1. The provisions of this article apply to **Academic Researchers** to whom the University has made a written offer of employment, who have accepted such offer in writing, and who have complied with all requirements stipulated in that formal offer letter and any subsequent formal communications between the University and the incoming **Academic Researchers**. These requirements include satisfying work eligibility requirements for U.S. citizens and non-citizens, and the timely submission of all documents required by the University to process a request for work authorization.
2. **The University will ensure that the Academic Researcher does not suffer a loss in pay due to the University's failure to process work authorization paperwork if the University:**
 - a. **fails to send necessary paperwork to the appropriate external agencies according to the University's timelines, and**
 - b. **there is a resulting delay in the effective date of the Academic Researcher's start date.**
3. The University and the UAW understand and agree that:
 - a. the University shall not be held responsible for any actions, failures, errors, or decisions of the external agencies, and
 - b. the University shall not be held responsible if the applicant is ineligible for work authorization, or if the applicant makes submission or omission errors.

B. NOTICE OF APPOINTMENT

1. As soon as practicable, but no later than seven (7) calendar days following the start of the appointment, the University shall provide an Academic Researcher a written notice of appointment/reappointment. The appointment notice shall include:
 - a. Job title;
 - b. Appointment percentage;
 - c. Supervisor's name;
 - d. Department or academic/researcher unit;
 - e. Anticipated place of employment (location of worksite – e.g., main campus, remote location, medical center);
 - f. A brief description of the anticipated research project(s);
 - g. Salary;
 - h. A summary of benefits including eligibility for participation in UC health and wellness benefits and the University of California Retirement Plan, as well as the requisite enrollment information;
 - i. A statement that the Academic Researcher is exclusively represented by the UAW, and the website address for the Union and the Agreement; **and**
 - j. Name of a person to contact for information regarding the appointment (with contact information); **and**
 - k. **The timeline and evaluation criteria for promotion, merit increases, and academic review (if applicable).**
2. Campuses may provide additional information in appointment letters.
3. A sample appointment letter is appended to this Agreement as Appendix ____.
4. Informal communications between a UC faculty member and a potential Academic Researcher do not constitute a formal appointment offer.