



## LOCAL 5810

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April 29, 2016

Dwaine Duckett  
Vice President, Human Resources  
UC Office of the President  
1111 Franklin Street, 5<sup>th</sup> Fl  
Oakland, CA 94607

Dear Dwaine:

These are the initial bargaining demands from UAW Local 5810, the union that represents over 6,000 Postdoctoral Scholars (Postdocs) at the University of California. Over the past two weeks an overwhelming majority of postdocs across all 10 UC campuses voted to endorse the following demands. Postdocs are united in our desire and determination that the University of California treat and compensate all postdocs fairly regardless of gender and immigration status and in a manner commensurate with the irreplaceable role we play within the University's research mission. We know you share our concerns in these regards forward to bargaining an agreement by midnight on September 30, 2016.

Sincerely,

UAW Local 5810 Bargaining Team

Anke Schennink, Ph.D., President, UC Davis  
Neal Sweeney, Ph.D., Vice President, UC Santa Cruz  
Benjamin Cain, Ph.D., Financial Secretary, UC Davis  
Virpi Leppa, Ph.D., Recording Secretary, UC Los Angeles  
Carly Eaton Ebben, Ph.D., Trustee, UC Berkeley  
Matt Grimmer, Ph.D., Trustee, UC San Francisco  
Lydia Majure, Ph.D., Trustee, UC Berkeley  
Wen Jiang, Ph.D., Guide, UC Los Angeles

CC: Peter Chester  
Nadine Fishel

## **2016 UAW 5810 Initial Demands: Better Working Conditions Lead to Better Research**

Multiple scientific advisory bodies have identified necessary reforms to the postdoctoral system, including improving salaries and benefits, promoting diversity and inclusion in the workplace, and supporting postdocs through mentoring and career development. Collective bargaining is the most democratic and productive method to accomplish these reforms. To improve conditions for UC postdocs and improve UC research, these are our initial demands:

### **1. Improve compensation and benefits to match our contributions to UC's research mission**

- Increase compensation to match the high value of postdoc work and to take into consideration the high cost of living near UC campuses, among other factors.
- Improve the quality and scope of the Postdoctoral Scholar Benefit Plan while reducing out-of-pocket cost to postdocs.
- Make matching contributions to retirement accounts for all postdocs, as earned by all other UC staff and faculty.

### **2. Create conditions that promote a diverse, inclusive, and safe research workplace for all postdocs**

- Provide childcare support, paid parental leave, and other family-friendly policies, which will promote gender equity and help retain women in the research workforce.
- Enhance protections for postdocs against all forms of discrimination, including sexual harassment and sexual violence.
- Strengthen workplace health and safety regulations, including better protections from bullying and abusive conduct by supervisors.

### **3. Improve research outcomes by increasing job security and enhancing professional development**

- Increase minimum appointment length to support research and to provide effective training.
- Remove the burden and delays of visa renewal by increasing visa lengths to allow international postdocs the freedom to visit family and attend international conferences.
- Provide enforceable guidelines to ensure that postdocs receive good mentoring and appropriate academic credit for their work.

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