

PUBLIC NOTICE STATEMENT

The following are the initial bargaining demands from UAW Local 5810, the union that represents over 6,000 Postdoctoral Scholars (Postdocs) at the University of California. A majority of UC Postdocs have enthusiastically endorsed these demands to improve our working conditions and to further our research, which benefits the whole of society. UAW Local 5810 firmly believes that improving the working conditions of Postdoctoral Scholars will enhance the recruitment and retention of leading researchers that help make the University of California a world-renowned, cutting-edge research institution.

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UAW 5810 INITIAL DEMANDS: IMPROVING THE POSTDOC EXPERIENCE AT UC

1. Increase Compensation to Reflect the Valuable Contribution of Postdocs

- Increase Postdoc salaries, reimburse moving costs, and match contributions to retirement accounts for all Postdocs
- Provide vacation time that carries forward and is paid out if unused
- Eliminate premium sharing for health benefits for Postdocs, their partners and dependents
- Improve health care coverage including free preventative care and contraception, and decrease costs (to Postdocs and UC) through plan design changes

2. Expand Postdoc Rights to Make UC More Inclusive

Expand family-friendly policies, fight gender inequality, and expand the rights of international Postdocs.

- Reimburse Postdocs for childcare expenses and improve access to UC childcare facilities
- Improve parental, family, and maternity leave
- Provide greater freedom and bear all costs for Postdocs to choose their visa and immigration status
- Ensure that all Postdocs receive equal due process regardless of immigration status
- Establish protections against microaggressions – exclusionary words or actions – that create inequality and harm research careers

3. Improve Postdoc Living and Working Conditions

Increase economic stability and security of Postdoc living and working conditions, so that we can devote our energy to research and advance our careers.

- Expand opportunities for both research and non-research professional development and mentoring
- Define clear authorship and collaboration rights, including a transparent process for resolving disputes
- Improve access to affordable housing and transportation
- Increase Postdoc job security
- Increase responsiveness on health and safety issues
- Guarantee that UC completely and truthfully explains all benefits, compensations, rights, and terms and conditions of employment during the job recruitment and hiring process

4. Protect Postdoc Rights by Improving UC's Labor Relations Practices

Improve upon current practices so that grievances are more easily resolved and we can focus on our research.

- Improve responsiveness to concerns about workplace rights raised through the grievance procedure
- Provide accurate and complete information regarding Postdoc employment
- Respect rights of all researchers at UC by ending UC's opposition to collective bargaining rights for Graduate Student Research Assistants

The Union will also propose improvements with respect to Articles 10, 13, 14, 18, 19, 25, 27, 28, 29, 30, 31, 34, and 35.