



**Academic Researchers United / UAW Local 5810**

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Nadine Baron Fishel  
Chief Negotiator  
University of California  
300 Lakeside Drive, Suite 1045  
Oakland, California 94612-3550

Dear Nadine:

These are the initial bargaining demands from Academic Researchers United / UAW 5810, endorsed by a majority of Academic Researchers.

**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.*

We look forward to our first bargaining session on May 14th.

Sincerely,

The Academic Researchers United / UAW 5810 Bargaining team

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 Gerard Ariño Estrada, Assistant Project Scientist, UC Davis  
 Angelo Demuro, Associate Researcher, UC Irvine  
 Silvia Diaz-Perez, Associate Project Scientist, UCLA

Patrick Drake, Specialist, UC Santa Cruz  
Jocelyne Fadiga, Junior Specialist, UC San Francisco  
Mateusz Gola, Assistant Researcher, UC San Diego  
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Leah Hartman, Junior Specialist, UC Davis  
Christian Hofmann, Assistant Project Scientist, UCLA  
Benjamin Lynch, Associate Researcher, UC Berkeley  
Christopher Ma, Associate Specialist, UC Irvine  
Siyun Ma, Associate Specialist, UC Berkeley  
Manash Paul, Assistant Project Scientist, UCLA  
Christina Priest, Assistant Project Scientist, UCLA  
David Quint, Associate Project Scientist, UC Merced  
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