



## **Student Researchers United-UAW Initial Bargaining Demands (IBDs)**

### **Wages, Compensation, and Benefits**

Increase compensation to recruit and retain a diverse workforce that keeps the UC system a top-tier institution and competitive with peer institutions. Provide accurate, timely, and regular pay. Improve healthcare, mental health, dental, vision, and retirement benefits. Ensure a baseline level of fair pay and a living wage for all SRs.

### **Housing**

Ensure that no SR is rent burdened (i.e. paying 30 percent or more of their income in rent). Provide all SRs with affordable, quality housing near their workplace and housing subsidies appropriate to their local cost of living. Guarantee UC housing for SRs who face discriminatory housing practices. Provide moving costs to SRs who must relocate to work at UC.

### **Transit and Climate**

Expand transit options and incentivize the use of public transit in order to reduce climate impacts. Provide SRs with affordable, accessible, and sustainable parking opportunities. Provide workplace resilience to environmental events and protect SRs against the hazards of climate change. Upgrade campus infrastructure to be emission-free. Expand campus infrastructure to encourage bike transport. Include SRs on decision-making bodies for UC sustainability initiatives.

### **A More Just, Equitable, and Inclusive Workplace**

Protect SRs against discrimination, harassment, and bullying of all forms. Establish a neutral, binding, and survivor-centered grievance process for affected SRs. Provide paid peer-led trainings and improved response options. Improve campus climate, support underrepresented groups, and expand education/training on countering intersectional forms of oppression. Improve funding opportunities and resources for SRs from marginalized communities to increase diversity and better support SRs.

### **Accessibility**

Improve rights of disabled SRs to determine options and processes to meet their access needs. Proactively reach out to and provide centralized resources for all SRs' accessibility needs. Create decision-making bodies for access policies that include impacted SRs. Provide equitable, affordable, and accessible housing for disabled SRs.

### **Support for Parents and Families**

Support all parents and families to promote gender equity. Provide affordable healthcare for dependents and access to UC childcare facilities. Expand childcare support, paid leave, and accommodations for new parents.

### **Policing**

Reallocate UCPD funding towards non-police forms of campus safety. Invest in mental healthcare, transformative justice practices, and programs for Black, Indigenous, and other communities which have been historically displaced and policed by UC.

### **International and Immigrant Student Researchers**

Waive Non-Resident Supplemental Tuition. Provide financial support for visa and immigration costs, appointments, and hearings. Expand paid leave for visa and immigration-related appointments, provide support for moving to the US (including campus housing access). Provide free tax and legal assistance for all SRs. Waive all campus-based English proficiency exam fees and provide reimbursement for all costs of mandatory language-based employment requirements. Expand UC's Sanctuary Policy.

### **Appointments and Job Security**

Guarantee timely written notification of SR appointments before they begin. Provide description of duties and expectations at the beginning of appointment. Ensure fair appointment lengths. Support SRs transitioning to a new lab, PI, or funding source.

### **Grievance and Arbitration**

Establish just-cause protections against unfair discipline and dismissal. Establish a fair and timely grievance procedure with access to neutral and binding arbitration.

### **Union Rights**

Guarantee that each SR gets a mandatory union orientation and that hiring departments are trained in SR rights and protections. Provide the Union with full, secure, and accurate information regarding SR employment. Improve timelines for resolution of workplace issues. Strengthen the ability of SRs and the Union to enforce our rights.

**Health and Safety**

Ensure a safe and healthy work environment. Provide necessary personal protective equipment, accessible personal workspace, necessary workspace and materials, and guaranteed workers' compensation coverage for workplace-related injuries.

**Workload**

Protect against unreasonable and arbitrary workloads or scheduling.

**Personnel Files and Evaluation**

Guarantee that all SRs shall be able to review, copy, and supplement their own personnel files and evaluations, and shall retain the right to the confidentiality of those files. Ensure access to these files shall be granted in a timely fashion.

**Past Practices**

Maintain past practices which involve terms and conditions of employment and which are not in conflict with provisions of the contract.

The Union reserves the right to submit proposals on additional bargaining topics not specifically listed and modify any proposal.