



Student Services & Advising Professionals at the University of California



Initial Bargaining Demands

Wages & Compensation

Increase compensation to recruit and retain a diverse and professional workforce, raising salary and hourly minimums for each job title to better reflect the high cost of living. Guarantee annual pay increases for all SSAPs.

Pathway to Career Development & Advancement

Ensure SSAPs can advance their careers by establishing a clear and equitable pathway to advancement. Establish a fair and transparent process for promotions that encourages internal hiring.

Job Security

Increase protections from furloughs, layoffs, and termination and establish standards for these processes.

Benefits

Ensure a dignified future for all SSAPs by improving retirement benefits, including access to the pension. Improve healthcare, mental health, dental, and vision for SSAPs and their dependents. Provide SSAPs with affordable, accessible, and sustainable parking opportunities. Improve access to public transportation.

Inclusive Work Environment

Maintain access to hybrid and remote work modalities. Ensure equity and inclusivity in the workplace by protecting SSAPs against harassment, bullying, and discrimination in all forms. Improve accessibility rights for SSAPs to determine options and processes to meet their access needs. Proactively reach out to and provide centralized resources for all SSAPs' accessibility needs.

Workplace Safety & Materials

Ensure a safe and healthy work environment. Provide necessary personal protective equipment, accessible personal workspace, and necessary workspace and materials.

Workload Protection

Protect against unreasonable and arbitrary workloads or scheduling. Prevent unilateral expansion of duties and clearly define job responsibilities.



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Grievance & Arbitration

Establish just-cause protections against unfair discipline and dismissal. Establish a fair and timely grievance procedure with access to neutral and binding arbitration. Ensure that SSAPs are protected from engaging in actions that compromise their professional ethics, reputation, or personal ethics.

Union Rights

Provide mandatory union orientation for every new worker hired into the unit. Ensure all hiring departments are trained in union rights and protections guaranteed to SSAPs. Provide the Union with complete, up-to-date information regarding SSAP employment. Establish timelines for resolution of workplace issues.

Support for Families & Caregivers

Expand childcare support, paid leave, accommodations for new parents and access to flexible work schedules. Provide affordable healthcare for dependents and access to UC childcare facilities. Ensure access to lactation stations. Provide support for all parents, caregivers, and families to promote gender equity.

Time Off & Leave Policies

Increase accrual of vacation and sick days. Guarantee access to additional leave types, such as family medical leave, parental leave, and immigration leave. Provide training and access to information about the types of available leave, and employee rights regarding said leave types.

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