

Communication, Marketing, and Sales professionals -United Auto Workers (COMMAS-UAW) was certified by PERB on March 23, 2026. COMMAS-UAW hereby demands to bargain with the University of California. Our Initial Bargaining Demands are below.

Wages & Compensation

Increase compensation to recruit and retain a diverse, highly-qualified, and professional workforce at a world-class research institution, including implementing a step scale to ensure wages grow with experience and provide annual cost-of-living adjustments. Expand options for additional merit increases.

Job Security

Increase protections from furloughs and layoffs. Establish transparent standards for these processes. Strengthen support for international workers facing work authorization, status changes, or travel restrictions.

Subcontracting

Ensure COMMAS' rights and job security are not undermined by subcontracting. Improve layoff benefits in cases where subcontracting was unavoidable and led to layoffs.

Technology & Generative AI

Establish structures and protections that give COMMAS a voice over how technology, such as generative AI, is implemented in the workplace.

Work Modality

Establish enforceable protections for COMMAS with hybrid and remote work modalities. Ensure COMMAS are aware of hybrid and remote work arrangements. Establish guidelines to assess the viability of hybrid or remote work arrangements with clear pathways to a remote or hybrid modality.

Pathway to Career Development & Advancement

Develop transparent and equitable pathways and timelines for promotion and career advancement for all COMMAS. Create pathways for temporary and contract workers to convert to career appointments.

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

Workload Protection

Ensure job duties are clearly and collaboratively defined to protect against overwork and “job creep.” Align COMMAS job descriptions and classification with actual duties and responsibilities. Create procedures and standards for compensation to address increasing workloads, expanding job responsibilities, and work beyond regular work hours.

Benefits

Ensure a dignified future for all COMMAS by improving retirement benefits. Improve affordability and access to healthcare, vision, and dental care for COMMAS and their dependents, regardless of geographic location. Protect COMMAS’ access to essential healthcare services, including gender-affirming care, birth control, and abortion. Provide COMMAS with affordable, accessible, and sustainable parking opportunities. Improve access and subsidies for public transportation.

Time Off & Leave Policies

Increase accrual of vacation and sick days. Expand and guarantee access to additional types of leave, such as bereavement, parental, and immigration leave. Provide leave to cover the cost of curtailment that is imposed on COMMAS.

Support for Families & Caregivers

Increase the length and funding support of parental leave. Permit flexible work schedules. Provide access to needed caregiver resources on-site and at UC childcare facilities. Provide clear, updated guidance on how to find high-quality, safe, and affordable child and elder care in their area and fund subsidies to ensure equal access for all COMMAS regardless of location.

Inclusive Work Environment

Ensure equity and inclusivity in the workplace by protecting COMMAS against harassment, abuse, bullying, and discrimination in all forms through a grievance procedure. Proactively reach out to and provide centralized resources for all COMMAS’ accessibility needs.

Grievance & Arbitration

Establish a fair and timely grievance procedure with access to neutral and binding arbitration.

Our Right to Free Speech, Privacy, and a Safe Workplace

Protect academic freedom by strengthening safeguards that allow staff to engage in political speech without fear of reprisal. Protect against the release of COMMAS’ personal identifiable data to external entities, and require a written notification and explanation of any such release or

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data breach. Require notification when police “mutual aid” is requested or ICE conducts investigations on UC property.

Workplace Safety & Materials

Ensure a safe and healthy work environment both on campus and for hybrid and remote work arrangements. Provide necessary personal protective and ergonomic equipment, accessible personal workspace on campus, and equivalent resources for hybrid and remote workspaces.

Union Rights

Provide mandatory union orientation for every new employee hired into the unit. Ensure all hiring departments receive training on union rights and protections guaranteed to COMMAS. Require UC to provide the Union with current and comprehensive information regarding COMMAS employment. Provide release time for COMMAS to serve in union roles. Protect the right of COMMAS to organize in their workplace.

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