



## LOCAL 5810

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April 29, 2022

### Initial Bargaining Demands for AR Contract Negotiations

We, the 4,500 Academic Researchers (ARs: Project Scientists, Specialists, Researchers, and Coordinators of Public Programs) at all campuses of the UC, present the following demands to ensure a fair and equitable workplace:

#### Improve pay, benefits to match the value of Academic Researchers' work

- **Compensation and Benefits.** Increase compensation to match AR expertise and experience in order to recruit and retain a diverse and talented workforce that keeps UC a top-tier institution, and address inflation. Improve health benefits and retirement plans, including by reducing AR out-of-pocket contributions.
- **Housing and Transportation.** Provide ARs with affordable and quality housing near work and appropriate housing subsidies to address the increasing cost of living and climate impacts. Improve sustainable transportation options and incentives, including free access to public transportation.

#### Create a just and equitable workplace

- **Family and Dependent Care.** Promote equity by providing childcare subsidies, expanded fully-paid family leave for all ARs, and additional family-friendly policies.
- **Equity, Diversity, and Inclusion.** Protect ARs against all forms of discrimination, harassment, and bullying, and provide paid peer-led anti-discrimination trainings. Improve options and processes to meet the access needs of ARs with disabilities.
- **International ARs.** Provide financial aid for ARs' and their dependents' visa costs, free tax and legal assistance for visa/immigration issues, and paid leave for visa and immigration-related appointments. Expand support for transitioning to permanent residency and temporary campus housing for ARs moving to the US.

#### Ensure stable and sustainable career paths for Academic Researchers

- **Bridge Funding and Job Security.** Ensure continuity of research programs by providing bridge funding and other policies that promote AR retention and career development. Improve appointment length to match research needs, and to remove the burden and delays of visa renewal for international ARs.
- **Merit Reviews and Career Advancement.** To improve and clarify career paths for ARs, make the merit review and promotion process more transparent, timely, and fair. Ensure that all ARs receive support for career development, and receive appropriate academic credit.
- **Protect ARs' Rights.** Guarantee that each AR gets a union orientation to ensure fully informed onboarding and enrollment in benefits plans. Improve timelines for resolution of workplace issues. Strengthen the ability of ARs and our Union to enforce our rights.

In addition, we propose maintaining or improving all other existing terms in the Contract not addressed above. To ensure that UC is on proper notice pursuant Article 35B that all Articles are designated, please know that these demands may result in the change to any or all Articles in the Contract and the possible addition of provisions.