



# BARGAINING FOR A FAIR UC

48,000 Academic Student Employees, Postdocs, Academic Researchers, and Student Researchers across UC are uniting in our struggle for an equitable university where everyone can thrive. Here's a summary of major bargaining demands put forward by UAW2865, UAW5810, and SRU-UAW relative to UC's proposals.

## OUR PROPOSALS

## UC'S PROPOSALS

### Compensation

- **\$54,000/year** minimum salary for all Grad Workers
- **\$70,000/year** minimum salary for Postdocs
- **14% salary increase** for Academic Researchers
- Annual cost of living adjustments and experience-based increases

- For Student Researchers: 4% raise, 3% annual raises thereafter
- For Academic Student Employees: 5% raise, 3% annual raises thereafter
- For Postdocs: \$57,862 minimum salary, less frequent raises, higher benefit costs
- For Academic Researchers: 4% raise, 2% annual raises thereafter

### Transit & Climate Justice

- Free public transit passes and cash incentives for workers who use sustainable transit options

- No guaranteed subsidies for public transportation passes or cash incentives for non-drivers.

### Childcare

- \$2000/month childcare reimbursements, dependent healthcare

- \$416/month in childcare reimbursements for Grad workers; none for Postdocs & ARs

### Job Security

- Guaranteed year-long, multi-year appointments for Grad Workers.
- Longer appointments for Postdocs & ARs

- Short appointments, limited job stability

### Protections Against Abusive Conduct

- Expanding rights to seek justice when experiencing harassment, discrimination, and/or bullying

- Delaying justice for survivors, refusing to include enforceable timelines for recourse

### Equity for International Scholars

- Remission of Non-Residential Supplemental Tuition and reimbursement of all visa fees

- Maintain status quo of extra fees and tuition for international workers

### Disability Justice

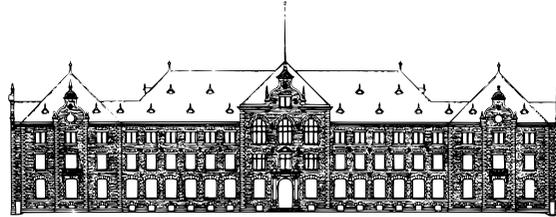
- Accessible technology and a faster process to address access needs

- No changes beyond the bare minimum required by law

## OUR RENT BURDEN IS UNACCEPTABLE.



Instead of addressing our rent burden, UC bought President Drake a \$6.5 million mansion.



Our work makes up the majority of teaching and research at UC, which brings in record-setting grant and state funding.

Our compensation should match our contributions and keep up with the cost of living.

## OUR UNITY IS POWERFUL.

**48,000**

UC academic workers are bargaining for **new contracts** with UC in 2022



**19,000**  
TAs, Readers, and Tutors  
in **UAW 2865**



**12,000**  
Postdocs and  
Academic Researchers  
in **UAW 5810**



**17,000**  
Student Researchers in  
**SRU-UAW**

Get connected  
with your  
union.

[fairUCnow.org](http://fairUCnow.org)