



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% initial salary increase** for Academic Researchers
- Annual cost of living adjustments and experience-based increases

- For Student Researchers: 6% raise, 3% annual raises thereafter
- For Academic Student Employees: 7% raise, 3% annual raises thereafter
- For Postdocs: \$59,362 minimum salary, 3% annual increases, higher benefit costs
- For Academic Researchers: 4% raise, 3% 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

- \$450/month in childcare reimbursements for Grad workers; \$208/month for Postdocs; none for ARs

Job Security

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

- Short appointments, limited job stability

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

- Interim Accommodations to address delays and improvements to digital accessibility and accommodations processes

- Minimal changes beyond the bare minimum required by law

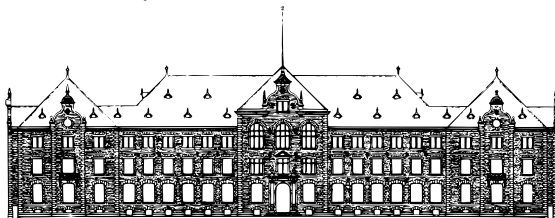
Protections Against Abusive Conduct

- Victory! The Respectful Work Environment article, which makes abusive conduct & bullying a violation of our contract, has reached tentative agreement. This groundbreaking victory will give us the ability to seek real recourse through our grievance procedure, with timelines and interim measures to protect survivors.

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