



**UAW ACADEMIC WORKERS  
48,000 STRONG AT UC**

## WHERE WE STAND

**Academic Student Employees (ASEs)  
Student Researchers (SRs)  
Postdoctoral Scholars (PDs)  
Academic Researchers (ARs)**

**Throughout bargaining, the University has violated the law with all 4 bargaining units. The University’s behavior is preventing each unit from closing the gap on the following topics, where the parties remain apart.**

<b>Wages &amp; Housing</b>	
<ul style="list-style-type: none"> <li>All 4 units have proposed <b>wage increases that address cost of living</b> and are competitive with peer institutions.</li> </ul>	<ul style="list-style-type: none"> <li>The University has proposed <b>effective wage cuts</b> for all 4 units.</li> <li>The University <b>refuses to negotiate raises</b> for thousands of ASEs &amp; SRs by misclassifying their wages as “student support.”</li> <li>The University <b>refuses to negotiate on housing</b> with all 4 units.</li> </ul>
<b>Appointments, Job Security, &amp; Bridge Funding</b>	
<ul style="list-style-type: none"> <li>All 4 units have proposed <b>longer appointments</b>.</li> <li>ARs have proposed <b>bridge funding for research continuity during funding gaps</b>.</li> </ul>	<ul style="list-style-type: none"> <li>The University has proposed <b>no improvements to appointment lengths</b>.</li> <li>The University <b>refuses to establish a bridge funding program</b> for ARs.</li> </ul>
<b>Transit Benefits</b>	
<ul style="list-style-type: none"> <li>All 4 units have proposed <b>public transit support &amp; bike/e-bike subsidies</b> to reduce the University’s carbon footprint.</li> </ul>	<ul style="list-style-type: none"> <li>The University has proposed <b>inadequate public transit support</b> at \$20/month for SRs and no benefits for ASEs, PDs, &amp; ARs.</li> </ul>

**International/Immigrant Scholars & Non-Resident Fees (NRST)**

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| <ul style="list-style-type: none"><li>• All 4 units have proposed <b>visa fee reimbursement</b> to remove inequities for international scholars.</li><li>• ASEs &amp; SRs have proposed <b>remission of Non-Resident Fees (NRST)</b>.</li></ul> | <ul style="list-style-type: none"><li>• The University <b>refuses to reimburse visa fees</b>.</li><li>• The University has <b>failed to meaningfully negotiate over the remission of Non-Resident Fees (NRST)</b> for ASEs &amp; SRs.</li></ul> |
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**Leaves & Childcare**

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| <ul style="list-style-type: none"><li>• All 4 units have proposed expanded family and parental leave, available to all employees ; the University has proposed an unequal benefit</li><li>• All 4 units have also demanded more childcare support for parents and caregivers</li></ul> | <ul style="list-style-type: none"><li>• The university refuses to guarantee equity for parental leave — failing to ensure that first years and non-birthing parents have equal access to parental leave</li><li>• The university is offering inadequate to no childcare support for academic workers</li></ul> |
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