

What UC is offering each UAW bargaining unit

Postdoctoral Scholars (Postdocs)

- UC is proposing a new UC salary scale for postdocs which offers an average minimum **7.5% increase** above the current scale.

The UC proposal **falls behind other Postdoc salaries at peer institutions** in California and **fails to account for inflation or cost of living**. In contrast, Postdocs have proposed **\$70,000 starting salaries** that keep up with the cost of living and would set the standard for Postdoc pay in the US.

- UC's proposed pay increases include annual range adjustments of **3%** and experience-based step movement annually, resulting in approximately a **6.8% pay increase for every postdoc on the scale in each year of the contract**.

UC's characterization is deceptive — any Postdoc paid above the scale (about 40% of the total) would **only get a 3% annual increase**, not 6.8%. UC is continuing to spread this misinformation even after Postdocs raised it at the bargaining table.

- UC is proposing a new childcare reimbursement program for eligible postdocs which would provide up to **\$2500** for childcare costs annually for qualified dependents.

"Eligible Postdocs" in UC's proposal would **exclude any Postdoc who is in their first 6 months of employment or working less than 100%**. Postdocs have proposed an equal benefit for all.

- UC has offered a parental benefit of **four weeks of paid family medical leave** for postdocs who are in their first year, and **eight weeks of paid family medical leave** for Family Medical Leave-eligible employees for family care and bonding, with a maximum combination of eight weeks of pay for family care and bonding per year.

UC is proposing an unequal system where first-year Postdocs (40% of all Postdocs) get 4 weeks of paid leave and all others would get 8 weeks. Postdocs have proposed an equal benefit for all.

- UC postdocs are eligible to participate in the Postdoctoral Scholar Benefit Plans which include medical, dental, vision, life, AD&D, short-term disability, and voluntary long-term disability. Postdocs shall also continue to be eligible to participate in UC's retirement plan(s) consistent with prior participation terms.

Neither side has proposed to change Postdoc eligibility for health benefits or retirement plans — this is irrelevant.

Academic Student Employees (ASEs)

- UC has offered a salary scale increase of **7%** for all salaried ASEs in year one of the contract followed by a **3%** increase in each subsequent year.

A 7% pay "raise" (i.e., \$140/month for an ASE making the base wage) is in fact a **>1% effective pay cut** given the historically high rate of inflation. Thus, the UC proposal **fails to account for inflation let alone the cost of living**. In contrast, ASEs have proposed salaries that keep up with the cost of living, experience-based wage increases, and wage increases on all of the money that the University provides to ASEs (such as fellowships, etc).

- UC's offer includes an hourly wage increase of **\$1.50 per hour** for all hourly ASEs (approximately **58%** increases) in year one of the contract and a **\$1.00** hourly rate increase (approximately **3-5%** increase) in each subsequent contract year.

The UC proposal **barely exceeds the minimum wage**. ASEs have proposed a \$25/hour wage for hourly employees, which includes a cost of living adjustment.

- UC is offering to increase the childcare reimbursement by **\$750** per academic year, **from \$3,300 to \$4,050**, with an additional increase for eligible ASEs working during a summer session (from \$1,100 to \$1,350 for the summer).

The UC proposal **fails to match the cost of childcare even at their own facilities**. ASEs have proposed \$2,000/month in childcare subsidies, which ensures workers can afford to use these facilities.

- UC's offer includes increasing paid pregnancy leave **from six to eight weeks** and paid personal medical leave/baby bonding/care for family members **from four to five weeks**.

UC's proposal provides **unequal benefits to birthing vs. non birthing parents, and provides unequal benefits to families that are adopting, using surrogacy, etc.** ASEs have proposed equivalent paid parental leave for all parents, child-bearing or not.

- UC has proposed **to cover 100% of campus fees** for qualified ASEs, up from \$100 per quarter and \$150 per semester. This represents an increase of **over \$1,000** per year on certain campuses, in addition to the **100%** coverage of tuition, student services fees, and health care already provided to qualified ASEs. This amounts to **UC covering a total of \$13,707 up to \$22,248** for all tuition and fees for eligible ASEs, depending on the amount of tuition and fees assessed by the campus.

UC's proposal **maintains the discriminatory Non-Resident Supplementary Tuition (NRST)** fee for international ASEs and fails to eliminate professional fees for ASEs in many masters programs. ASEs have proposed **waiving 100% of campus fees and tuition for ALL ASEs**, not just domestic and doctoral student workers.

- UC offers eligible ASEs participation in UC-sponsored student health insurance plans to the same degree as other eligible students. UC-sponsored student health insurance plans include the multicampus UC Student Health Insurance Plan (UC SHIP).

UC's proposal **ignores a major healthcare cost** that ASEs incur: the cost of **dependent healthcare**, which can amount to thousands of dollars every term. ASEs have proposed waiving all dependent healthcare premiums.

- ASEs shall also continue to be eligible to participate in UC's retirement plan(s) consistent with prior participation terms.

Neither side has proposed to change ASE eligibility for retirement plans — this is irrelevant.

Graduate Student Researchers (GSRs)

- UC has proposed dropping the bottom two salary points of the salary scale, which results in **17-26%** increases for GSRs currently on the two bottom salary points.

The UC proposal **fails to account for inflation or cost of living**. In contrast, SRs have proposed salaries that keep up with the cost of living, experience-based wage increases, and wage increases on all of the money that the University provides to SRs (such as fellowships, etc)

- The UC proposal increases the current minimum GSR salary scale by **6%** and the increments between salary points to **7%**. **The majority of the bargaining unit would see 9-10%** increases in year one of the contract, with a **3%** increase in each subsequent year.

The UC proposal would lead to an **effective pay cut of >2%** given inflation. SRs have proposed a **statewide base pay of \$54k**, which is the median minimum salary necessary to eliminate rent burden statewide.

- UC's offer increases the child care reimbursement by **\$750** per year, **from \$3,300 to \$4,050**, with an additional increase in child care reimbursement for eligible GSRs working during the summer (from \$1,100 to \$1,350 for the summer).

The UC proposal **fails to match the cost of childcare even at their own facilities**. SRs have proposed **\$2,000/month in childcare subsidies**, which ensures workers can afford to use these facilities.

- UC's offer includes **eight weeks** of paid pregnancy leave and **five** weeks for paid personal medical leave/baby bonding/care for family members.

UC's proposal provides **unequal benefits to birthing vs. non birthing parents, and provides unequal benefits to families that are adopting, using surrogacy, etc.** ASEs have proposed equivalent paid parental leave for all parents, child-bearing or not.

- UC's proposal covers **100% of campus fees** for qualified GSRs. This represents an increase of **more than \$1,000** per year on certain campuses. This is in addition to a previous UC proposal that covers **100%** of tuition, student services fees, and health care coverage for qualified GSRs. This amounts to UC covering a total of **\$13,707 up to \$22,248** for all tuition and fees for eligible GSRs, depending on the amount of tuition and fees assessed by the campus.

UC's proposal **maintains the discriminatory Non-Resident Supplementary Tuition (NRST)** fee for international ASEs and fails to eliminate professional fees for ASEs in many masters programs. ASEs have proposed waiving **100% of campus fees and tuition for ALL ASEs**, not just domestic and doctoral student workers.

- Eligible GSRs may participate in UC-sponsored student health insurance plans including the multicampus UC Graduate Student Health Insurance Plan (GSHIP), and UC also has proposed that eligible GSRs be able to participate in UC's retirement plan(s) similar to ASEs' participation.

UC's proposal **ignores a major healthcare cost** that SRs incur: the cost of **dependent healthcare**, which can amount to thousands of dollars every term. SRs have proposed waiving all dependent healthcare premiums.

Academic Researchers (ARs)

- In year one of the contract, UC has proposed a **4% increase**, with annual **3%** increases in each subsequent contract year, resulting in a **total increase of 16%** over the life of the contract. The general range adjustments are in addition to the regular merit program for which ARs are eligible.

The UC proposal is **about half of the current inflation rate (7.9%)**, making this a clear **real wage cut**; ARs have proposed an **initial 14% increase** to address inflation and cost of living, and yearly increases of 8% or more.

- Pay for Family Care and Bonding (PFCB): UC is offering **eight weeks of 100% paid leave time** for Family Medical Leave-eligible employees for parental bonding, caring for a family member with a serious health condition, for military caregiver leave, or qualifying exigency leave.

UC is proposing an unequal system where first-year Academic Researchers (~30% of all Academic Researchers) would be **completely excluded from this benefit**; Academic Researchers have proposed an **equal paid leave benefit of 8 weeks for all ARs**.

- UC is offering eligible ARs access to the retirement, medical, dental, housing programs, and other benefit programs generally available to other non-represented non-faculty academic employees.

UC has proposed no changes to benefit or retirement eligibility. Academic Researchers have proposed **new healthcare benefits and lower rates.**

You and your colleagues are essential to our teaching and research mission and we appreciate all you do. We are committed to continuing to work in good faith with the UAW to find solutions to the remaining issues and reach fair agreements that honor your dedication and many contributions.

And now for some critical issues UC didn't mention...

- **Job security/Appointment lengths:**
 - UAW members in all four bargaining units have proposed **longer appointment lengths** to ensure **greater job security and more visa stability** for international scholars; ARs have proposed bridge funding to allow **retention of independent researchers** during funding gaps.
 - *UC has proposed no improvements to the current system of short, piecemeal appointments that limits job protections and visa length, and has not made a proposal on bridge funding.*
- **Transit:**
 - UAW members in all four bargaining units have proposed that the University provide:
 - Fully funded **public transit passes**
 - **Cash incentives** to use public transit
 - **Subsidies** for bike purchase and use, including the purchase of e-bikes
 - *UC has not proposed anything beyond what is already offered at individual campuses. Their proposal "encourages" us to use public transit, without supporting it at all.*
- **Housing:**
 - UAW members in all four bargaining units have proposed making on-campus housing **more affordable** for everyone by capping it at 30% of our base pay (i.e., eliminating rent burden), and making it **available to those who need it most**, including disabled and international Academic Workers and Academic Workers with dependents or families.
 - *UC has failed to make substantive proposals on housing affordability.*