FAQs - Access Needs

What we won in this tentative agreement
Postdocs, ARs, and SRs all tentatively agreed on the same Access Needs article, and now ASEs have too. The University is now required to:

- **Implement Interim Accommodations** - the new article requires UC to implement accommodations on an interim basis, until the end of the interactive process, so that workers receive accommodations immediately when they are needed.
- Include language about access needs in everyone's appointment letter, so new workers are aware of their rights under the contract and know that they can have the support of a union representative throughout the interactive process (where workers have a say in how their access needs are met).
- Establish a joint committee that will work to review data to analyze issues, and identify campus best practices on e.g. funding for workers Access Needs.

What we’re building from
UAW 2865’s 2018-2022 contract contained an article titled “Reasonable Accommodations” (Article 23) which contains protections that are still in effect. That article accomplished the following for the first time in our workplace:

- Contractually requires University to implement needed disability accommodations
- Requires University to engage in an interactive process that mandates worker input to get the accommodations the worker wants, rather than allowing the University to unilaterally determine the accommodations
- Allows workers to enforce the contract through the grievance process if accommodations are not provided, or if the interactive process is not fair
- The 2018 contract also includes strong non-discrimination protections for disabled ASEs that are grievable and enforceable.

Is medical documentation required to obtain accommodations?
Under our 2018 contract, the University may require medical documentation to help identify the needed accommodations. “Medical documentation” refers to any document produced by a medical professional - a doctor, therapist, physical therapist, etc. “Medical documentation” does not refer to a diagnosis. Under the 2018 contract, no diagnosis is necessary to receive accommodations. The Access Needs article tentatively agreed on tonight leaves unchanged the 2018 contract language regarding medical documentation and **does not** require medical documentation to receive interim accommodations.