

## **PUBLIC NOTICE STATEMENT**

In November 2008, Postdoctoral Researchers Organize/UAW (PRO/UAW) was recognized as the exclusive bargaining representative for Postdoctoral Scholars at the University of California.

Negotiations will begin soon for the first contract between the Union and the University. In negotiating the first contract, the Union will work toward a document that clearly delineates the terms and conditions of Postdoctoral Scholar employment, provides an effective and impartial mechanism for dispute resolution, and encourages harmonious relations on campus. The Union firmly believes that improving the working conditions of Postdoctoral Scholars will enhance the recruitment and retention of leading researchers that help make the University of California a world-renowned, cutting-edge research institution.

California's Higher Education Employer-Employee Relations Act (HEERA) provides for public notice of proposals from the Union and the University. The following is a list of the Union's initial proposals. We encourage and welcome comments.

Kirill Afonin  
Bargaining Committee

Laura Bartley  
Bargaining Committee

Xiaoqing Cao  
Bargaining Committee

Dil Kapadia  
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Matthew "Oki" O'Connor  
Bargaining Committee

Mike Miller  
UAW International Representative

Meredith Wilson  
UAW International Representative

## **WAGES, HOURS, AND BENEFITS**

### Wages

Improve wages, including but not limited to: increasing the minimum salary; regular annual increases; cost of living adjustments; automatic step progression; and elimination of caps on salary increases/maximum pay.

### Leave, Holidays, and Vacation

Improve compensation for leaves of absence including but not limited to leaves for sickness, disability, parenthood, childbearing, family care, bereavement, jury duty/witness services, military duty, and personal time off. Improve paid vacation and holidays. Guarantee workers' compensation coverage.

### Parking and Transit

Ensure and improve access to paid parking and transit services.

### Workload

Establish workload protections.

### Visa and immigration

Improve and expedite processing of visas and transition to permanent residency, including but not limited to: ensuring that all visa and immigration-related costs are paid; ensuring pay during processing and background checks; ensuring Postdoc choice over visa type; and providing free legal advice regarding visas and immigration status.

### Health Benefits

Provide improved and fully paid health, dental and vision care for all Postdocs and dependents, including but not limited to establishing benefits parity with other employees/title codes on campus, better access to campus health facilities, and improved communication regarding benefits.

### Retirement

Provide increased retirement benefits.

### Travel

Improve system of payment for research-related travel, including but not limited to advance payment for travel and payment for all costs related to research travel.

### Childcare

Ensure and expand access to paid childcare for all Postdocs.

### Housing

Provide affordable housing, including but not limited to: giving Postdocs higher priority and improved access for University housing; providing housing subsidies; and providing relocation costs.

### Professional Development

Increase opportunities and services for professional and career development, including but not limited to: paid access to conferences, University courses, and other classes; paid time off for job interviews; and improved mentorship.

### Campus facilities

Provide free access to campus facilities, including but not limited to recreational facilities.

## **WORKING CONDITIONS**

### Workspace and Materials

Provide necessary workspace and materials.

### Health and Safety

Ensure a safe and healthy work environment.

### Training and Orientation

Improve training and orientations and ensure that they are paid.

### Personal Space

Provide personal space convenient to the workplace.

## **RIGHTS**

### Grievance and Arbitration

Establish a fair grievance procedure and neutral, binding arbitration.

### Job Posting

Post all Postdoc jobs publicly.

### Appointment Rights

Improve appointment and notification rights.

### Personnel Files and Evaluations

Provide access to personnel files and evaluations; provide fair evaluation process.

### Non-Discrimination

Provide stronger protections against discrimination and harassment.

### Job Security

Establish fair processes for layoffs, subcontracting and discipline and dismissal.

### Intellectual Property and Academic Freedom

Improve intellectual property and academic freedom rights.

## **OTHER**

The Union will also propose that the contract include clauses on Union Recognition; Union Access and Rights; Union Security; Severability; Past Practices and Policies; Successorship; and Duration.