



**The Union for  
POSTDOCS**

Representing over 6,000  
Postdoctoral Researchers at  
the University of California

October 10, 2016

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**\*\*\*FOR IMMEDIATE RELEASE\*\*\***

## **POSTDOCS REACH TENTATIVE AGREEMENT WITH UC ADMINISTRATORS**

*Contract ratification vote starts today*

**Berkeley, CA** – On October 6, UAW Local 5810 – the Union representing about 7,000 Postdoctoral Researchers (Postdocs) at the University of California and Lawrence Berkeley National Lab – reached a Tentative Agreement with UC administrators on a new four-year contract. The new contract will significantly improve working conditions and the Postdoc pay scale at UC will be higher than at any other public university in the U.S. UAW Local 5810 is urging its members to vote “yes” on the agreement.

“We worked tirelessly to win a contract that reflects the tremendous contributions Postdocs make to UC’s research,” said Anke Schennink, Ph.D., the President of UAW 5810. “Under the new contract, we will have the highest pay scale in the country among public universities, guaranteed paid parental leave for the first time and safer and more inclusive workplaces to help combat the sexual harassment crisis plaguing the sciences. I’m thrilled this contract will bring much-needed salary increases and important new protections to Postdocs at UC campuses and Lawrence Berkeley Lab.”

Key highlights of the new contract include:

**Highest Postdoc Pay Scale of Any Public University:** Previously, Postdoc pay has failed to reflect their high value to UC research. As of December 1, 2016, all Postdocs will be paid at or above a new minimum pay scale with annual step increases. This scale is 10% higher than the previous minimum scale.

**Protections from Sexual Harassment and Discrimination:** Addressing sexual harassment and discrimination was a key priority for Postdocs during bargaining. Under the new contract, Postdocs will have an improved process for resolving claims and more protections for Postdocs who report a claim, which will create safer and more inclusive workplaces.

**Guaranteed Paid Parental Leave:** Until now, Postdocs had no guaranteed paid parental leave. Postdocs will now have 4 weeks of fully paid parental leave that can be used by either parent within one year of birth or adoption. This new paid leave benefit is in addition to other forms of paid time off such as Personal Time Off and Sick Time.

**Stronger Job Security:** Increased job security has been found to improve research outcomes. Postdocs will now receive longer guaranteed appointments to support research success and effective training.

Postdocs will hold their contract ratification vote from October 10-14. Learn more about the Tentative Agreement online at [www.UAW5810.org](http://www.UAW5810.org) or by joining us on [Facebook](#) and [Twitter](#).

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