



**The Union for
POSTDOCS**

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

Contact: Anke Schennink
(530) 219-7197

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

UC POSTDOCS VOTE TO RATIFY NEW CONTRACT
Postdocs voted overwhelmingly in favor of new agreement

Berkeley, CA – A majority of the almost 7,000 Postdoctoral Researchers (Postdocs) at the University of California and Lawrence Berkeley National Lab voted overwhelmingly to ratify their new four-year agreement with UC. Of the 4,156 Postdocs voting, 99.5% voted in favor of ratification. 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.

“A fair and equitable workplace is important for Postdocs and important for our research – that’s why Postdocs paid close attention to what was happening, and sometimes, not happening, at the bargaining table,” said Anke Schennink, the President of UAW 5810. “Our new contract means Postdocs will have guaranteed paid parental leave for the first time, longer appointments, better job security and more protections so we can report discrimination without it ending our careers. We are extremely proud to continue making UC one of the finest research institutions in the world.”

“A few months ago, innovation and progress defined our research, but not our workplace. Now, as members of UAW 5810, we can be heard at work. We’ve sat across from Lab Administrators to tell them we have trouble affording child care and that our research gets interrupted because of nonsense visa policies. Our contract is a huge step forward and I’m optimistic for the positive change we can create moving forward,” said Nils Zimmermann, a Postdoc at Lawrence Berkeley National Lab.

Twenty-eight members of the California Congressional Delegation sent a letter to President Janet Napolitano urging UC to reach a fair contract with Postdocs. Congresswoman Jackie Speier and State Senator Hannah-Beth Jackson also sent President Napolitano letters urging UC to reach a fair agreement and to address gender equity issues.

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 1 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.

UAW Local 5810, the Union representing about 7,000 Postdoctoral Researchers at UC, began bargaining with UC in May. Their previous contract expired on September 30. Postdocs held their contract ratification vote from October 10-14. Learn more online at www.UAW5810.org or by joining us on [Facebook](#) and [Twitter](#).

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