UAW 5810 Bargaining Demands - Academic Researchers

March 25, 2020

- Provide sufficient paid leave time during this emergency for workers to take safety precautions, to take care of their own illness or exposure, or that of a family or household member, or to care for a child or dependent.
- Provide required expectations, training, equipment, and resources for all Academic Researchers who are shifting to remote research work so that they can properly do their jobs.
- Bargain remote work agreements, if any.
- Implement campus shutdowns in a consistent way across the UAW 5810 bargaining units, unless there are specific health reasons for differences. These plans should include names and contact details of officers and/or offices on each campus for employees to direct questions and/or concerns.
- Provide a $100 per month COVID-19 supplement to all Academic Researchers through Dec 31, 2020 (the end date of UC’s COVID-19 paid administrative leave policy) to cover the increased cost of utilities and other expenses due to Academic Researchers working primarily from home.
- Continue to process all visa paperwork without delays or interruptions.
- For employees with appointment end date between March 20 and July 1, automatic extension of appointment through September 30.
- UC shall not delay effective dates of merit reviews/promotions due to COVID-19.
- UC shall in no way hold reduced activities and productivity resulting from the COVID-19 situation against an Academic Researcher during a merit or promotion review.
- UC shall extend the timelines by 3 months for Academic Researchers to submit merit review materials due before December 31.
- Extension by 1 year to the 8-year time-clock for Assistant Professional Researchers to advance to the Associate rank.
- Provide clear, consistent and safe guidance and all necessary protections for Academic Researchers required to work in labs and for those participating in COVID-19 testing and research.
- Notify Academic Researchers if or when other members of the campus community in their work environment are identified as having been exposed to COVID-19.
- Provide emergency housing support and waive all move-out fees for Academic Researchers who leave university housing due to the COVID-19 pandemic.
- Waive all campus parking fees during campus closure
- Reimburse the costs of all work-related travel cancelled as a result of COVID-19.
- The University must not retaliate against any Academic Researcher who raises concerns about the University’s COVID-19 practices, protections, or policies.
- Facilitate the repurposing of UC labs to focus on COVID-19 testing and research.

Sincerely,
UAW 5810 Academic Researcher Bargaining Team