



academic  
researchers  
united



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## UC ACADEMIC RESEARCHERS REACH TENTATIVE AGREEMENT ON FIRST CONTRACT WITH UNIVERSITY OF CALIFORNIA

### *Academic Researchers to Begin Voting to Ratify the Contract*

Berkeley, CA – Last Friday, after five months of bargaining, Academic Researchers (ARs) at the University of California reached the proposed terms of the first-ever Academic Researcher collective bargaining agreement with the University of California. Academic Researchers United / UAW Local 5810 represents nearly 5,000 ARs at UC, who power UC's research mission.

Find detailed information on the Tentative Agreement (TA) [here](#). Highlights include:

- *Increased Compensation:* AR salary scales will increase by an average of 18% over the 3-year contract. Between salary scale increases and merit raises the typical AR will receive a 24% wage increase over the life of the contract.
- *Improved Job Security:* ARs will be granted longer guaranteed appointments, layoff protections, and protection from unfair termination. A fair and transparent system will ensure all ARs receive merit increases and promotions on time.
- *Stronger Recourse Against Discrimination and Harassment:* Discrimination and harassment are resolvable by a fair and expedient grievance procedure and appeal to a neutral arbitrator. ARs who report a claim are protected to ensure their research and career progress can continue.

“Academic Researchers are thrilled to have a tentative agreement that reflects the value of our contributions, as opposed to the status quo that failed to support research and researchers. With a contract comes certainty in terms of pay, job security and where to

turn if we face discrimination. This means we can plan for the future and carve out careers in fields we love. We look forward to ratifying the contract, which will make UC research careers more equitable and UC research even stronger,” said Christina Priest, a UCLA Assistant Project Scientist and Academic Researchers United / UAW 5810 Bargaining Team member.

“Academic Researchers are a part of a wave of academic workers across the country who have formed unions because they want a strong voice in their workplace to determine and improve their working conditions. In their first contract, ARs won better pay and benefits, improved job security, and important protections against harassment and discrimination, and more - improvements that will enable ARs to thrive in their careers, and enable UC to recruit and retain the best talent to make their research enterprise even stronger,” said Anke Schennink, President of UAW Local 5810.

The tentative agreement must be ratified by a majority vote before it can go into effect. ARs will vote from November 1 to November 8.

Academic Researchers are Project Scientists, Specialists, Professional Researchers, and Coordinators of Public Programs, and they play a crucial role in advancing the University of California’s research mission that brings in \$6 billion annually, driving innovation and discoveries in areas such as medicine, computer science, agriculture, and green energy. ARs are responsible for conducting experiments, writing grants, mentoring students and colleagues, and much more.

Learn more about Academic Researchers United / UAW 5810 on their [website](#).

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