



academic
researchers
united



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MAJORITY OF UC ACADEMIC RESEARCHERS RATIFY FIRST CONTRACT WITH UNIVERSITY OF CALIFORNIA

98% of Academic Researchers Participating Voted to Ratify the Contract

Berkeley, CA – Academic Researchers (ARs) at the University of California voted overwhelmingly to ratify their first-ever collective bargaining agreement with the University of California, by a count of 2,450 to 53. A majority of all UC ARs and 98% of those participating voted to ratify the contract. UAW Local 5810 now represents nearly 5,000 ARs and 7,000 Postdoctoral Scholars at UC, comprising the largest group of unionized university-based researchers in the US.

“This vote was a resounding statement of support for our Union, the careers we love, and for our first-ever contract. At every step of the way, ARs showed our massive determination to improve our working conditions and research at UC. With new rights and protections in place and clear mechanisms to enforce those improvements, UC Academic Researchers have made tremendous gains for both our quality of life and UC research, and we are just getting started,” said Christina Priest, a UCLA Project Scientist and ARU/UAW 5810 Bargaining Team Member.

“It’s an exciting day for Academic Researchers at UC, and academic workers across the country are watching the wins UC ARs have secured with their first contract: better pay, improved job security, more protections against harassment and discrimination.” said Anke Schennink, President of UAW Local 5810.

“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.

Find detailed information on the contract [here](#). Highlights include:

- *Increased Compensation:* AR salary scales will increase by an average of 18% over the 3-year 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.
- *Other provisions:* The contract locks in employee contribution rates to UC retirement plans and more flexible and guaranteed leaves of absence for all Academic Researchers, and includes a commitment from UC to work towards establishing a bridge funding program.

ARs reached their tentative agreement with UC on November 1 after bargaining with UC since May. The ratification vote ran from November 1-8. The contract will be effective immediately and will be in effect for just under 3 years, expiring September 30, 2022.

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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