



OFFICE OF THE EXECUTIVE DIRECTOR —  
LABOR RELATIONS

OFFICE OF THE PRESIDENT  
300 Lakeside Drive, Suite 1045  
Oakland, California 94612-3550

April 21, 2020

Mike Miller  
Neal Sweeney  
UAW

*Via Email*

**Re: Academic Researchers Unit**

Dear Mike and Neal,

Consistent with the campus communications and web links we sent you regarding merit reviews and extension of the eight-year clock, below is a general statement of the University's policies during the COVID-19 remote work environment. For specifics, please refer to the respective campus communications and web links.

Merit Reviews

The University will follow the process in the Agreement's series specific articles, which provides an Academic Researcher the opportunity to request a one-year deferral, which must be approved.

With respect to merit reviews that cover the COVID-19 period of remote work, Academic Researchers should explain how their research productivity and professional activities were negatively affected during this period in their self-statements. The reviewers will take COVID-19 limitations into consideration when evaluating Academic Researchers during this period.

In addition to the reasons provided for in the Agreement, Academic Researchers may also request an extension of time to submit review materials in FY 2020-21 for COVID-19 related reasons, and such requests shall not be unreasonably denied. However, in granting the extension of time to submit review materials, the University will also have additional time to conduct the review. The effective date of the merit increase or promotion will be consistent with the terms of the Agreement.

Extension of the Eight-Year Clock

Academic Researchers that are held to eight years of service (with the 8th year being the terminal year), may request an extension of the eight-year limit clock if, as a result of COVID-19 related reasons, there is a disruption in Academic Researchers ability to pursue their duties. Consistent with the Agreement, Academic Researchers should follow campus policies and procedures for requesting such an extension.

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At the UAW's request, the University will meet with the UAW to discuss COVID-19 related issues while the remote work environment restrictions continue.

Please let me know in advance in order to schedule a video conference.

Sincerely,



Nadine Baron Fishel  
Chief Negotiator  
University of California

C: Academic Personnel Directors