



## Bargaining Update



### UC: STOP HIDING BEHIND THE STATE BUDGET CRISIS AND USE INCREASING FEDERAL RESEARCH FUNDS TO IMPROVE SALARY AND BENEFITS FOR 15,000 EMPLOYEES WHO MAKE UC A WORLD LEADER IN RESEARCH

- **GROWING GRANT REVENUES THAT PAY FOR RESEARCHERS**—6,000 Postdoctoral Researchers and 9,000 Researchers and Technicians at UC are paid not from shrinking State of California funds, but from federal grant revenues that have more than doubled in recent years – burgeoning from \$1.37 billion in 1997 to \$2.98 billion in 2009. These grant revenues must be utilized on the specific project they are allocated for and cannot be used to remedy the shortfall in state funds to UC caused by the state budget crisis.
- **UC HIDING BEHIND STATE BUDGET CRISIS**—Despite this massive increase in grant revenues, and the central role these researchers play in generating them, UC is hiding behind the state budget crisis to deny salary increases and benefits improvements for 15,000 researchers represented by CWA and UAW.
- **CONGRESS SPEAKS OUT**—*“These workers conduct invaluable research at UC campuses,” says US Congresswoman Lynn Woolsey. “They have helped bring in billions of dollars in federal grants and contracts, and their work is part of what makes the University of California a world-renowned research institution. I urge the university to work cooperatively to reach an agreement that exemplifies the sort of productive labor relations that Californians expect.”*
- **EXCESSIVE SPENDING ON UC EXECUTIVES**—A Spring 2008 report by the UCLA Faculty Association estimated that UC spends as much as \$800 million extra per year on the excessive number of executives and administrators hired in recent years. *“Over the past decade, the number of Administrators in the UC almost doubled,” according to the report, with Executives and Senior Administrators growing four times faster than the rest of the University. “Rough estimates of the [annual] costs of carrying extra administrators at UC range around \$800 M.”*
- **STUDENT LEADERS SPEAK OUT**—*“We urge UC administrators to stop using the state budget crisis as an excuse to raise fees and deny workers salary increases and benefits improvements,” says Victor Sanchez, President of the University of California Student Association, representing over 200,000 students across the UC system. “While there is an undeniable state budget crisis, UC administrators must reprioritize how they spend state money instead of raising fees—focusing more on funding education than funding the disproportionately large and ever-growing senior management. In the same vein, UC administrators must use the robust research grant revenues they receive to compensate their research workers fairly.”*
- **JEOPARDIZING UC AS A WORLD-RENOWNED RESEARCH INSTITUTION**—By rejecting proposals for fair improvements, UC makes it more difficult to recruit and retain the best and brightest researchers that help make UC a world-renowned institution while seeking cures to major diseases, new ways to address climate change, and doing other important research.
- **FACULTY SPEAK OUT**—*“A world-class research university needs to pay stipends and salaries to the researchers that match the quality of the pivotal work they do,” notes Stanton A. Glantz, Professor of Medicine and American Legacy Foundation Distinguished Professor in Tobacco Control at UC San Francisco. “The university has enough discretion in research grant budgets to give fair increases in salaries and benefits to the front-line researchers who do the lion’s share of the work driving the research mission of the University. Indeed, the University will not permit faculty to submit grants unless the budgets allow for anticipated increases in salaries and benefits.”*
- **UC BARGAINING IN BAD FAITH**—In addition to hiding behind the state budget crisis to deny researchers fair salary increases and benefits improvements, UC is not bargaining in good faith with UAW and CWA. Examples of UC’s bad faith bargaining include: failure to provide information necessary to the bargaining process; sending representatives to negotiations who do not have the authority to reach agreement; and delaying the bargaining process.