

Collective Bargaining Works

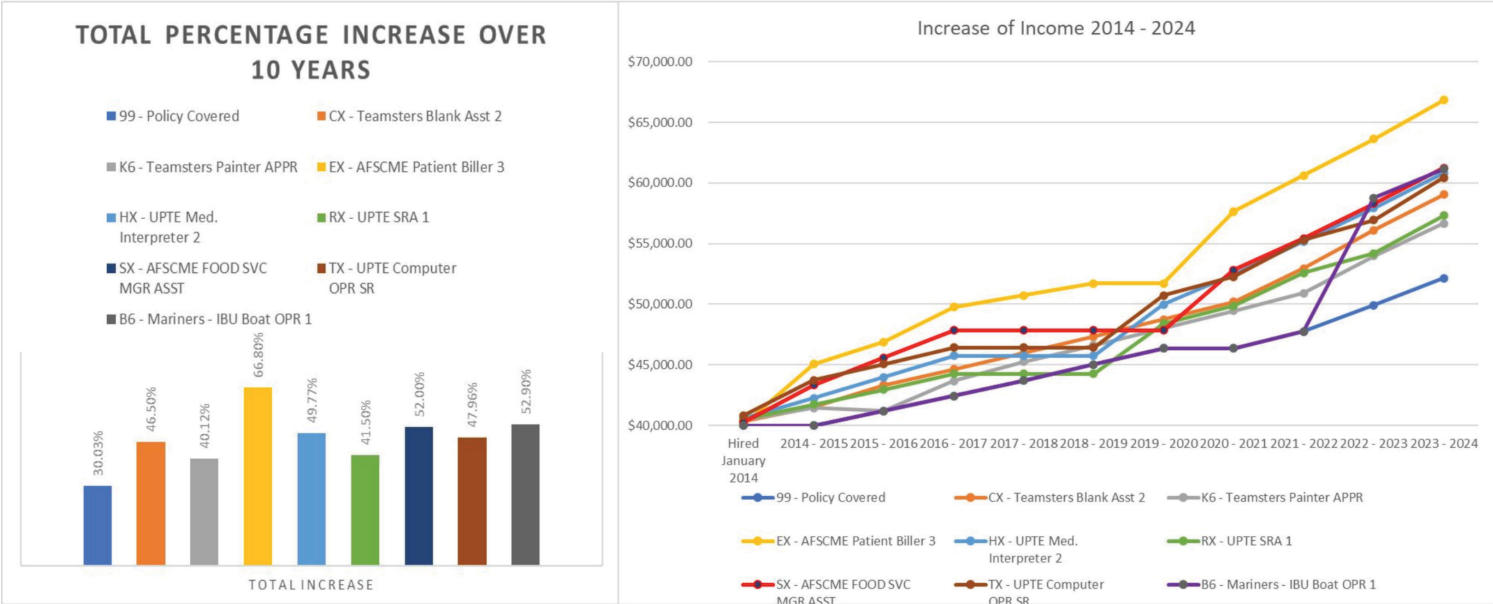
Research and Public Service Professionals - UAW



As RPSPs form our union, we can build off of past advancements enshrined in union contracts before us. Everytime a workplace unionizes and wins stronger protections and better benefits, new standards are set for all workplaces. Our own union contract will be democratically decided and will reflect the priorities of all RPSPs.

	Current UC Policy	Public Sector Union Contracts
Job Security	Without guaranteed advance notice and documented reason, there are little to no avenues to contest unjust termination. Non-union staff could be disciplined/laid off arbitrarily ("at will"), and at any time. There is no dedicated process to support non-union staff facing layoffs due to UC-initiated changes.	Union researchers at UC have the right to a 45-day layoff notice, union representation, and a neutral, fair process to address unjust termination. State of CA union researchers affected by layoffs due to management-initiated changes are guaranteed support finding other positions in the State. [1, 2]
Workload	Management has the final say on workload issues, including access to remote work, and is not obligated to consider input from non-union staff.	At UW, union researchers won a worker-centered process to reconcile workload issues, the right to a flexible work schedule, and a strengthened right to work remotely. [3]
Bridge Funding	Non-union staff cannot access bridge funding to help maintain work while in between grants, and are vulnerable to funding cuts beyond their control.	Union researchers at UW can apply to access bridge funding. [3]
Career Advancement	There are no enforceable standards for performance reviews and professional development support. Without an automatic review or promotion mechanism—it is up to the employee, supervisor, or appointing authority to initiate.	Union researchers at UW can independently request a position review (promotion) without any pre-approval requirements. Performance evaluations are conducted at least 1x per year and must meet standards. Upon request, training recommendations are provided. [3]
Immigration	Non-union staff have no protection against delays in visa processing from UC and no unified voice in immigration and visa policy making.	Union researchers at UC must be compensated for any losses suffered due to UC delays in visa processing. Through UAW 4811, they have successfully fought to expand rights for J-, H- and F- visa holders and have fought in the courts and congress to counter anti-immigrant policies. [1]
Discrimination & Abusive Conduct	Complaints are handled internally by the Title IX Office and UC administration. Non-union staff have no enforceable timelines to resolution, no right to representation, and no access to neutral, third-party arbitration or an appeals process. After reporting, management determines whether interim measures are sufficient to continue work.	At UC, union researchers have enforceable protections against all forms of discrimination, harassment, and abusive conduct separate from Title IX and with clear timelines to arbitration. They have the right to union representation and worker-centered interim measures. [1,4-6]
Accessibility	UC will comply with all federal and state laws and regulations. However, the disability accommodations process does not guarantee prompt timelines, necessary interim accommodations, and input from non-union staff seeking accommodation.	At UW, union researchers have the right to a worker-centered, interactive process to determine accommodations for access needs. Immediate, interim accommodations are guaranteed without requiring medical documentation. [3]
Health & Safety	UC unilaterally sets and enforces health and safety standards in compliance with state/federal law.	Union researchers at UC have the right to refuse unsafe work without retaliation and in parallel to EH&S enforcement. [1,4-6]

Unionized workers have more power to improve wages and benefits while also protecting what's already good.



The UC Council of Staff Assemblies compared salaries of unrepresented staff and found that, without the ability to bargain with UC Administration as equals, staff wage increases were 10-37% lower than unionized employees.

	Current UC Benefits	Public Sector Union Contracts
Health Benefits	There are 5 healthcare plan options at various premium levels. Rates have increased over the years. The only plan 100% covered by UC in 2024 now costs \$26-\$171 per month. All other plans experienced a 9% increase in cost.	Union researchers at UC have a \$25 annual cap on monthly premium increases for healthcare plans and up to \$225 monthly savings when on Kaiser family plan in 2024. [7]
Leaves	After union researchers at UC won their 2022 contract, Pay for Family Care and Bonding (PFCB) income replacement increased from 70% to 100% . This increase meant fully paid leave for parental/family care nearly doubled for non-union staff.	Union researchers won 8 weeks paid leave (100% pay) for parental/family care, setting the stage for UC to apply the same benefits to other campus employees. [1,4-6]
Vacation	Non-union staff accrue PTO based on years at UC: <10 yrs = 15 days / yr 10-15 yrs = 18 days / yr 15-20 yrs = 21 days / yr 20 yrs+ = 24 days / yr Requests for vacation may be unfairly denied without recourse.	All union researchers at UC accrue PTO: 24 days / year A timely process to handle disputes regarding vacation is also guaranteed. [1]
Retirement	The decision of which plan to pick is difficult to navigate. UC decides how plans are maintained. The pension plan has gotten worse over the years. Retirement age increased by 5 years (55) and minimum benefits slashed. Disability income for 5 years of service decreased from 22% to 13%.	Union researchers at UC receive either the 1976 Tier or the 2013 Tier Retirement Pension Plan, and can retire as early as age 50. [8, 9]

References

Collective Bargaining Agreements (CBAs)

[1] CBA btwn UAW 4811 Academic Researchers (ARs) and the Board of Regents of the University of California, 2022.

[2] CBA btwn UAW 1115 California Association of Professional Scientists and the State of California, 2024.

[3] CBA btwn UAW 4121 Research Scientists/Engineers (RSEs) and the University of Washington, 2023.

[4] CBA btwn UAW 4811 Postdocs and the Board of Regents of the University of California, 2022.

[5] CBA btwn UAW 4811 Student Researchers and the Board of Regents of the University of California, 2022.

[6] CBA btwn UAW 4811 Academic Student Employees and the Board of Regents of the University of California, 2022.

[7] CBA btwn UPTE Healthcare Professionals and the Board of Regents of the University of California, 2019.

[8] CBA btwn UPTE Research Support and the Board of Regents of the University of California, 2019.

[9] CBA btwn UPTE Technical Employees and the Board of Regents of the University of California, 2019.

