

UC and UAW reach tentative agreements for postdoctoral scholars and academic researchers

We are pleased to announce that UC has reached tentative agreements with the United Auto Workers (UAW) on new five-year contracts for UC Postdoctoral Scholars and Academic Researchers.

We believe these agreements honor the vital contributions you and your colleagues make to UC's research activities, and also uphold UC's tradition of supporting postdocs and academic researchers with compensation and benefits packages that are among the best in the country.

Highlights of the tentative agreements include:

Postdoctoral Scholars

- *Compensation:*
 - Implementation of a new salary scale by April 1, 2023, which will result in average salary increases of 8 percent for all Postdocs;
 - Annual pay increases each October, with an increase of approximately 7.5 percent in the first year and 3.5 percent in each of the remaining years;
 - Annual experience-based pay increases of 3.7 percent for eligible Postdocs.
- *Child care:*
 - Up to \$2500 annual reimbursement for child care expenses with flexibility to use funds for child care expenses related to professional travel;
 - Annual \$100 increases in 2024, 2025 and 2026;
 - Access to pre-tax Depcare for childcare expenses.
- *Appointments:* Two-year initial appointments with one-year reappointments thereafter.
- *Paid Family Leave:* Effective January 1, 2023, a new special Postdoc Paid Leave program of 8 weeks of 100% paid family leave for all Postdocs.
- *Respectful work environment:* New contract provision to address abusive conduct and provide a dispute resolution process.
- *Transit:*
 - Within 12 months of ratification: Access to a pre-tax program to pay for transit costs, and access to a UC-negotiated e-bike purchase discount program, minimally at 15% below the published retail price with the goal of 20%;
 - UC agrees to attempt to negotiate reduced-fee or no-fee access to regional transit system(s);
 - Formation of a joint labor-management committee to explore additional measures.
- *Benefits:* In 2024, new employee contribution structure of 2% for the HMO plan and 4% for the PPO plan; enhanced benefits to include infertility.
- *Holidays:* Recognition of Juneteenth as a UC holiday.

Academic Researchers

- *Compensation:* Pay increases of 4.5 percent in the first year, 3.5 percent in the 2nd, 3rd and 4th years; and 4 percent in the 5th year.
- *Appointments:* All reappointments are for a term of one year.
- *Paid leave:*
 - 8 weeks 100% pay for family care and bonding for eligible Academic Researchers;
 - Increased bereavement leave.

- *Respectful work environment:* New contract provision to address abusive conduct and provide a dispute resolution process.
- *Transit:*
 - Within 12 months of ratification: Access to a pre-tax program to pay for transit costs, and access to a UC-negotiated e-bike purchase discount program, minimally at 15% below the published retail price with the goal of 20%;
 - UC agrees to attempt to negotiate reduced-fee or no-fee access to regional transit system(s);
 - Formation of a joint UC-UAW committee to explore additional measures.
- *Benefits:* Continued access to the comprehensive retirement, medical, dental, and other benefit programs generally available to other non-represented non-faculty academic employees.
- *Holidays:* Recognition of Juneteenth as a UC holiday.

If you have any questions about the agreements, you may contact your local labor relations office.