

**Subject:**

UAW Bargaining Update

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**From:** Mary Croughan <[mary.croughan@ucdavis.edu](mailto:mary.croughan@ucdavis.edu)>

**Sent:** Friday, November 4, 2022 1:21 PM

**To:** academic-senate Sympa List <[academic-senate@ucdavis.edu](mailto:academic-senate@ucdavis.edu)>; academic-fed Sympa List <[academic-fed@ucdavis.edu](mailto:academic-fed@ucdavis.edu)>

**Cc:** Ari Kelman <[akelman@ucdavis.edu](mailto:akelman@ucdavis.edu)>; Karl M Engelbach <[kmengelbach@ucdavis.edu](mailto:kmengelbach@ucdavis.edu)>; Gary Stephen May <[gary.may@ucdavis.edu](mailto:gary.may@ucdavis.edu)>; Ada McAdow <[almcadow@ucdavis.edu](mailto:almcadow@ucdavis.edu)>; Michael F. Sweeney <[mfsweeney@ucdavis.edu](mailto:mfsweeney@ucdavis.edu)>; Paul Eugene Harris <[peharris@ucdavis.edu](mailto:peharris@ucdavis.edu)>; Philip H Kass <[phkass@ucdavis.edu](mailto:phkass@ucdavis.edu)>; Jean-Pierre Delplanque <[delplanque@ucdavis.edu](mailto:delplanque@ucdavis.edu)>; Prasant Mohapatra <[pmohapatra@ucdavis.edu](mailto:pmohapatra@ucdavis.edu)>

**Subject:** UAW Bargaining Update

Dear Colleagues

I write to bring your attention to a message received from Provost and Executive Vice President Michael Brown this week. The following email and attachments provide an update on the status of bargaining with the United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) across the three bargaining units that have open collective bargaining agreements involving academic personnel. These bargaining units consist of Postdoctoral Scholars, Academic Researchers, and Academic Student Employees (ASEs - TAs/Readers/Tutors) and the additional one bargaining unit where the University is negotiating a first agreement (Graduate Student Researchers, including some graduate students on training grants and external fellowships).

Please see below for the full text, as well as the attached documents for more details. I am sending this to all Academic Senate and Academic Federation faculty since the outcome of these negotiations will likely affect your grants, may have budgetary effects that should be considered by your departments, graduate groups, and research units, and because union members have approved a strike to begin on November 14. Given the possibility of a strike, I also want to remind you that **it is of the utmost importance that supervisory and managerial employees refrain from engaging in conduct that would constitute interfering with the employees' rights to engage in union activity.** This includes, but is not limited to, asking them about their union activity, including whether they intend to strike, making statements to discourage or deter their union activity, including participation in the strike, monitoring their union activities, creating more onerous working conditions, or otherwise discriminating or retaliating against them because of their union activities or support for the union.

I am aware that some faculty and many Deans and Department Chairs have received requests to meet from students and researchers affected by the UAW negotiations to discuss their demands for higher wages and other economic items related to current contract negotiations. If you receive such a request, I would like to remind you of the following:

Negotiations with UAW are led by the UC Office of the President with attendance and consultation with all UC campuses. Faculty supervisors cannot **encourage or discourage** ASEs, GSRs, Postdocs or Academic Researchers from engaging in or refraining from union participation. This includes discussions about union activities, such as strikes or pickets, or the on-going state of negotiations. If a member of one of these bargaining units asks for your opinion about bargaining, you should explain that while you support and care about your students and researchers, and believe in a fair contract for both parties, because the parties are actively bargaining these agreements, you cannot talk more about the process at this time. You should direct the individual(s) to their union for further information.

Please note that we will send additional information as negotiations continue. As of this writing, UAW members have voted to authorize the union to begin a strike on November 14 if negotiations fail. We will keep you apprised as more information becomes available.

If you have any questions, please refer to the attached FAQs.

All the best,  
Mary

Mary Croughan  
Provost and Executive Vice Chancellor

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**From:** Mariel Christian <[Mariel.Christian@ucop.edu](mailto:Mariel.Christian@ucop.edu)> **On Behalf Of** Michael Brown

**Sent:** Monday, October 31, 2022 10:13 AM

**To:** [MSWitherell@lbl.gov](mailto:MSWitherell@lbl.gov); Ben Hermalin <[hermalin@berkeley.edu](mailto:hermalin@berkeley.edu)>; Dan Lowenstein <[lowenstein@ucsf.edu](mailto:lowenstein@ucsf.edu)>; Darnell Hunt <[dhunt@conet.ucla.edu](mailto:dhunt@conet.ucla.edu)>; David Marshall - UCSB ([david.marshall@ucsb.edu](mailto:david.marshall@ucsb.edu)) <[david.marshall@ucsb.edu](mailto:david.marshall@ucsb.edu)>; Elizabeth Simmons ([evc@ucsd.edu](mailto:evc@ucsd.edu)) <[evc@ucsd.edu](mailto:evc@ucsd.edu)>; Elizabeth Watkins <[elizabeth.watkins@ucr.edu](mailto:elizabeth.watkins@ucr.edu)>; Gregg Camfield ([provostevc@ucmerced.edu](mailto:provostevc@ucmerced.edu)) <[provostevc@ucmerced.edu](mailto:provostevc@ucmerced.edu)>; Hal Stern <[hal.stern@uci.edu](mailto:hal.stern@uci.edu)>; Lori Kletzer <[cpevc@ucsc.edu](mailto:cpevc@ucsc.edu)>; Mary Croughan <[mary.croughan@ucdavis.edu](mailto:mary.croughan@ucdavis.edu)>; [glenda.humiston@ucop.edu](mailto:glenda.humiston@ucop.edu); [chancellor@berkeley.edu](mailto:chancellor@berkeley.edu); [chancellor@ucsc.edu](mailto:chancellor@ucsc.edu); Chancellor Gary S. May <[chancellor@ucdavis.edu](mailto:chancellor@ucdavis.edu)>; [chancellor@ucla.edu](mailto:chancellor@ucla.edu); [henry.yang@chancellor.ucsb.edu](mailto:henry.yang@chancellor.ucsb.edu); [chancellor@uci.edu](mailto:chancellor@uci.edu); [ChancellorMunoz@ucmerced.edu](mailto:ChancellorMunoz@ucmerced.edu); [chancellor@ucr.edu](mailto:chancellor@ucr.edu); [chancellor@ucsd.edu](mailto:chancellor@ucsd.edu); [chancellor@ucsf.edu](mailto:chancellor@ucsf.edu)

**Subject:** UAW Bargaining Update

*This letter is sent on behalf of Provost Michael T. Brown. For your convenience, the text of the letter is below. The signed letter is attached as a pdf.*

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CHANCELLORS  
LABORATORY DIRECTOR MICHAEL WITHERELL  
EXECUTIVE VICE CHANCELLORS/PROVOSTS  
ANR VICE PRESIDENT GLENDA HUMISTON

Dear Colleagues:

I am writing to update you on the status of bargaining with the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), AFL-CIO (Union) across the three bargaining units that have open collective bargaining agreements involving academic personnel - Postdoctoral Scholars, Academic Researchers, and Academic Student Employees (ASEs - TAs/Readers/Tutors) and the additional one bargaining unit where we are negotiating a first agreement (Graduate Student Researchers, including some graduate students on training grants and external fellowships).

The University has been actively engaged at the bargaining table with all four units for many months now, with the goal of achieving agreements that reflect the significant contributions that these academic appointees make to the University's research and educational mission. Negotiations have progressed slowly, but the University and the Union have made breakthroughs in recent weeks, including landmark tentative agreements for all four units on new Respectful Work Environment articles, which address abusive conduct in the workplace, a major concern for both the University and the Union.

The University has passed economic proposals to the Union that recognize the important contributions of these academic appointees, which includes the following:

- Academic Student Employees (TAs/Readers/Tutors)
  - UC has offered a salary scale increase of 7% for all salaried ASEs in year one of the contract, with a 3% increase in each subsequent year.
  - UC's offer includes an hourly wage increase of \$1.50 per hour for all hourly ASEs (approximately 5% -8% increases) in year one of the contract and a \$1.00 hourly rate increase (approximately 3%-5% increase) in each subsequent contract year.
- Graduate Student Researchers
  - UC has proposed dropping the bottom two salary points of the salary scale, which results in 17% to 26% increases for the GSRs currently on the two bottom salary points.
  - The UC offer is to increase the current minimum GSR salary scale by 6% and the increments between salary points will be set at 7%, which means that GSRs on [Table 22](#) will receive a salary scale increase of between 5%-26%, with the majority of the bargaining unit receiving 9%-10% increases in year one of the contract, with a 3% increase in each subsequent year, with base building in year one.
- Postdoctoral Scholars
  - A new UC salary scale offer for postdocs averages at least a 6% increase over the current scale. Additionally, UC proposed increases that include annual range adjustments of 3% and experience-based step movement once per year for each postdoc, resulting in approximately a 6.5% pay increase for every postdoc in each year of the contract.
  - UC's proposed annual range adjustments are higher than typical NIH scale increases.
- Academic Researchers
  - UC's proposal is an increase of 4% in year one of the contract, with a 3% increase in each subsequent year. This is in addition to any merit increases that result from merit reviews.

Despite what I hope you see as the University's good faith efforts, the parties remain apart in key areas. In particular, the Union has continued to demand wage increases far above what the University has proposed to date, particularly for the groups that are supported by external grant funds. The University, also, has proposed greater benefits in other areas of economic concern to the Union, including expanded paid leaves for all groups, increased childcare benefits for Postdoctoral Scholars, ASEs, and GSRs, and full remission of all campus fees for eligible ASEs and GSRs. This is in addition to full tuition, healthcare, and student services remissions already in place for eligible ASEs and GSRs.

The University and the Union remain far apart on some other key issues not related to economics. Given the position of the parties, the purpose of this letter is to inform you that the Union is taking a strike vote across all four bargaining units. Even so, I am hopeful that the parties' efforts to reach an agreement will prevail and a strike will be avoided. In the meantime, the University is taking active steps to prepare for a work stoppage, while also continuing to bargain in good faith with the Union.

The prospect of a strike also means that all supervisory and managerial employees including, but not limited to, principal investigators, should be aware of the rights that University employees have under California's Higher Education Employer-Employee Relations Act (HEERA). HEERA grants University employees the right to form, join, or assist labor organizations (unions). HEERA prohibits the University from interfering with those rights by engaging in conduct to discourage or deter union activity. Violation of those rights exposes the University to significant legal liability.

It is of the utmost importance that supervisory and managerial employees should refrain from engaging in conduct that would constitute interfering with the employees' rights to engage in union activity. This includes, but is not limited to, asking them about their union activity, including whether they intend to strike if a strike is announced, making statements to discourage or deter their union activity, including

participation in a strike, monitoring their union activities, creating more onerous working conditions, or otherwise discriminating or retaliating against them because of their union activities or support for the union.

Attached please find “FAQs and Guidelines re Potential Job Action by UAW Bargaining Units.” The purpose of the document is to inform supervisors and managers, including principal investigators, of their obligations. Please share the “FAQs and Guidelines re Potential Job Action by UAW Bargaining Units” with the supervisory and managerial employees at your location.

If there are questions regarding whether someone qualifies as a manager or supervisor, the content of this letter, or the attached information, please refer them to Office of the President Labor Relations or your campus labor relations office.

In addition, I am sharing with you the attached “Update on Negotiations with UAW and Potential UAW Strike Activity” that may be shared with other senior management.

Lastly, attached is a “Continuity of Instruction and Research in the Event of Strike by the UAW Bargaining Units” that may be shared with senior management, deans, and chairs.

We will continue to keep you informed on further developments.

Sincerely,

Michael T. Brown, Ph.D.  
Provost and  
Executive Vice President for Academic Affairs

Attachment:

1. FAQs and Guidelines re Potential Job Action by UAW Bargaining Units
2. Update on Negotiations with UAW and Potential UAW Strike Activity
3. Continuity of Instruction and Research in the Event of Strike by the UAW Bargaining Units