

UAW 2865 Bargaining 2022

Overview of Initial Bargaining Demands



Agenda

1. UC's Role for Serving the Public
2. Context for 2022
Negotiations: Inequities in the Academic Workplace
3. UC Funding Priorities
4. UAW 2865 Initial Bargaining Demands

UC's Role for Serving the Public

Academic student
employees are the
backbone of UC's public
education and research
mission





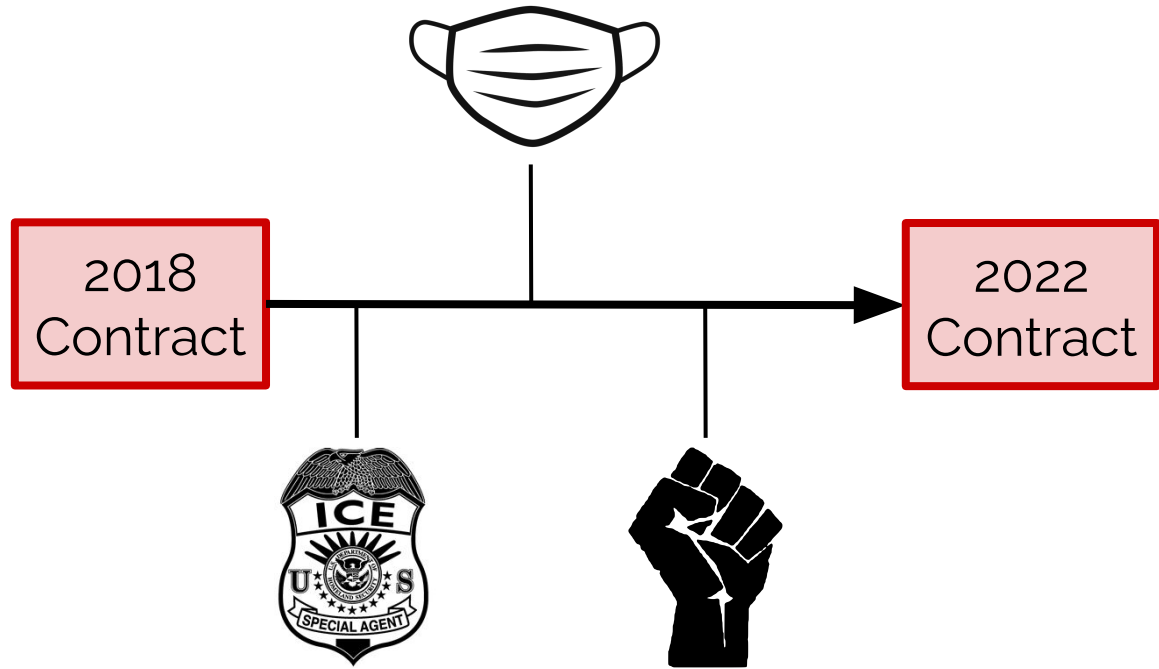
In order for the UC's teaching and research goals to be met, the working conditions of its academic student workers must be addressed.

UC's Role for Serving the Public

"...UC risks its excellence and continued role as a key contributor to California's economy and a global leader in research."



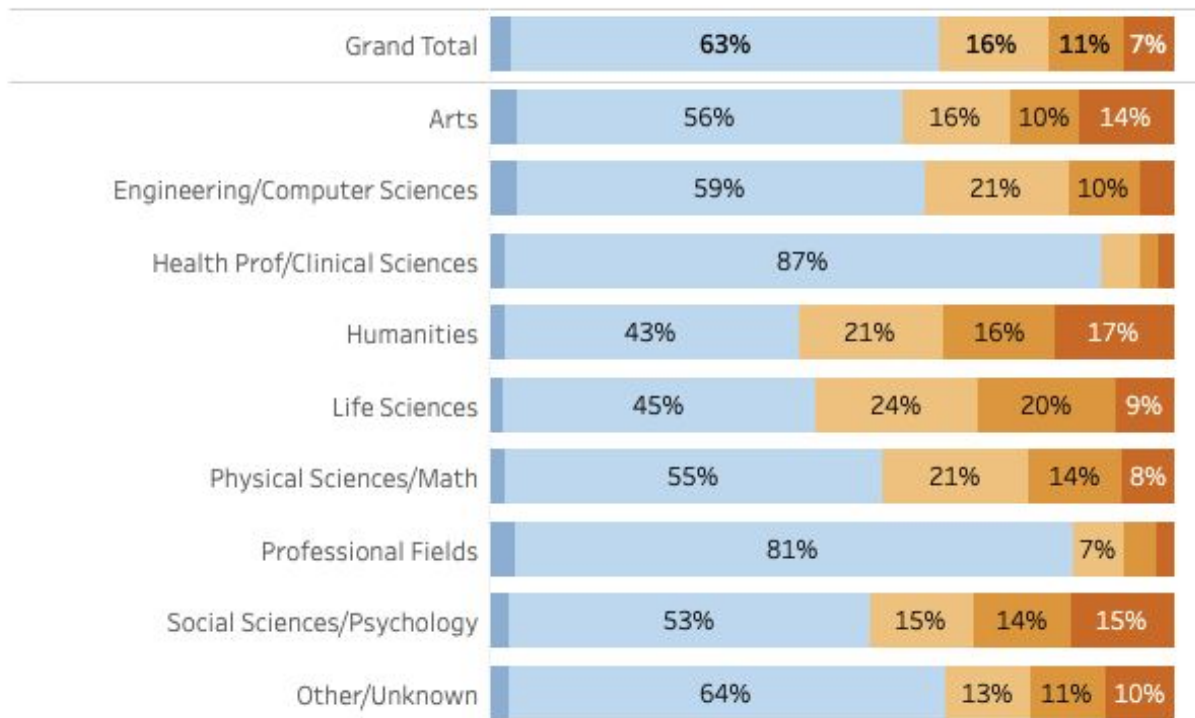
Context for 2022 Negotiations



Context for 2022 Negotiations

COVID-19 impacts

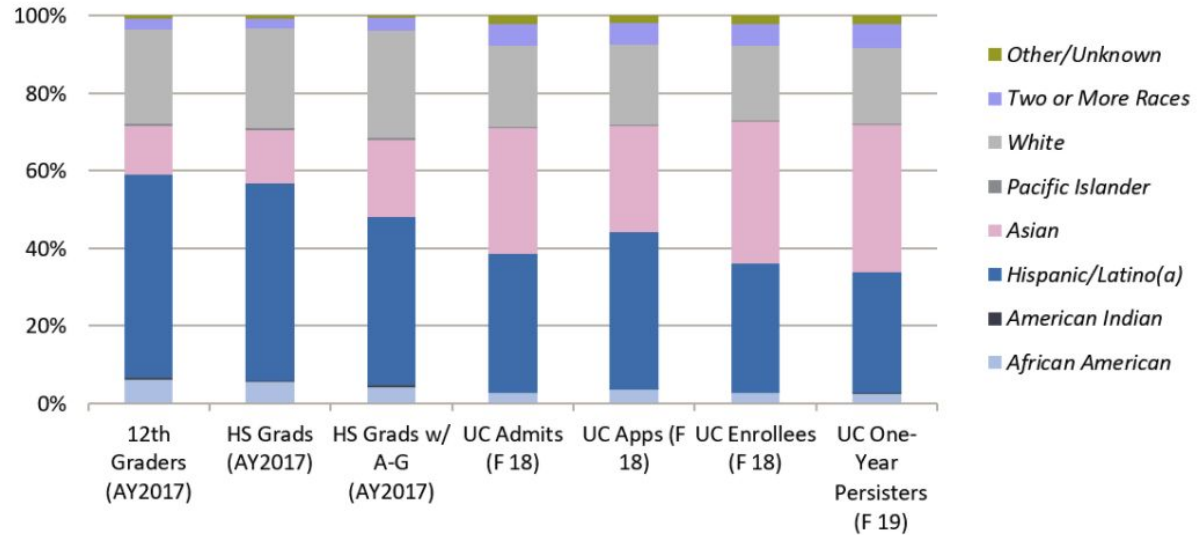
COVID-19 impacts on degree completion:



- Yes, delayed by three or more terms
- Yes, delayed by two terms
- Yes, delayed by one term
- No, I am making progress as expected
- No, I am making progress more quickly

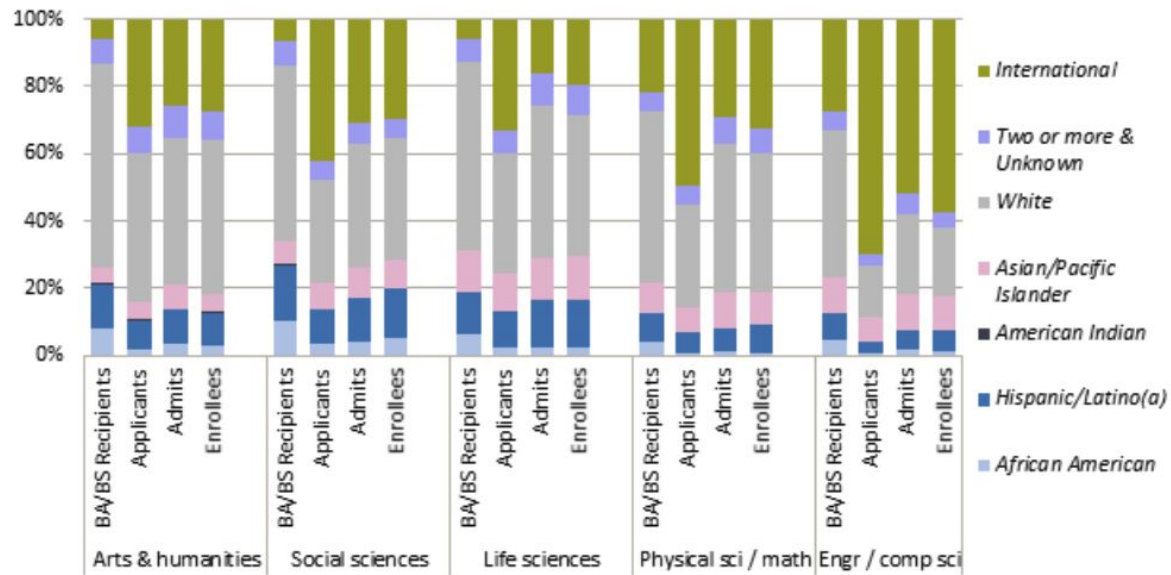
Source: 2021 UC Graduate Student Experience Survey (UCGSES)

Inequities in the Academic Workplace



The "leaky" pipeline

Inequities in the Academic Workplace



The "leaky" pipeline

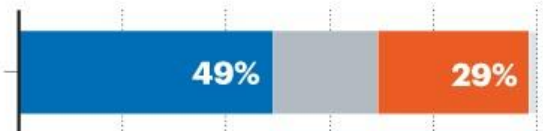
Inequities in the Academic Workplace

Academic Work
Environments

Q: Do you agree or disagree with the following statements?

■ Agree ■ Neutral ■ Disagree ■ Did not answer

The culture at my university calls for long hours and sometimes working through the night.



36%

of respondents have sought help for anxiety or depression caused by PhD studies. One-third of them sought help from places other than their institution, and 18% sought help at their institution but didn't feel supported.

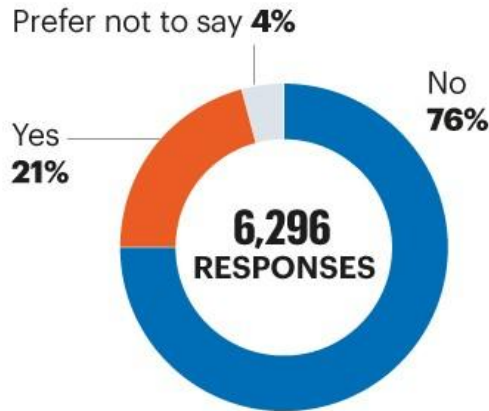
Inequities in the Academic Workplace

Academic Work
Environments

BAD BEHAVIOUR

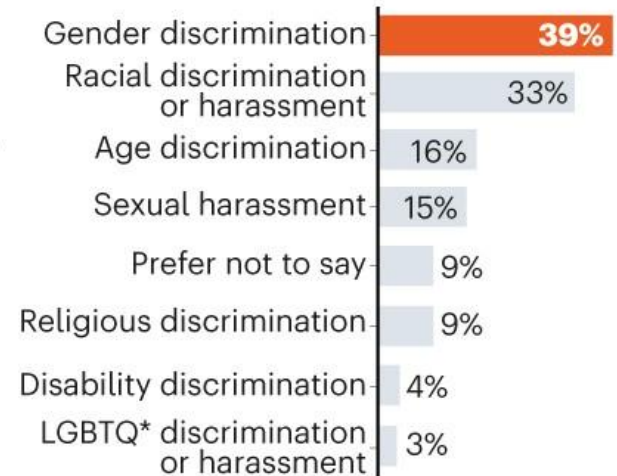
Instances of harassment and gender or racial discrimination remain distressingly commonplace. The most frequently reported perpetrators are supervisors.

Q: Have you experienced discrimination or harassment in your PhD programme?

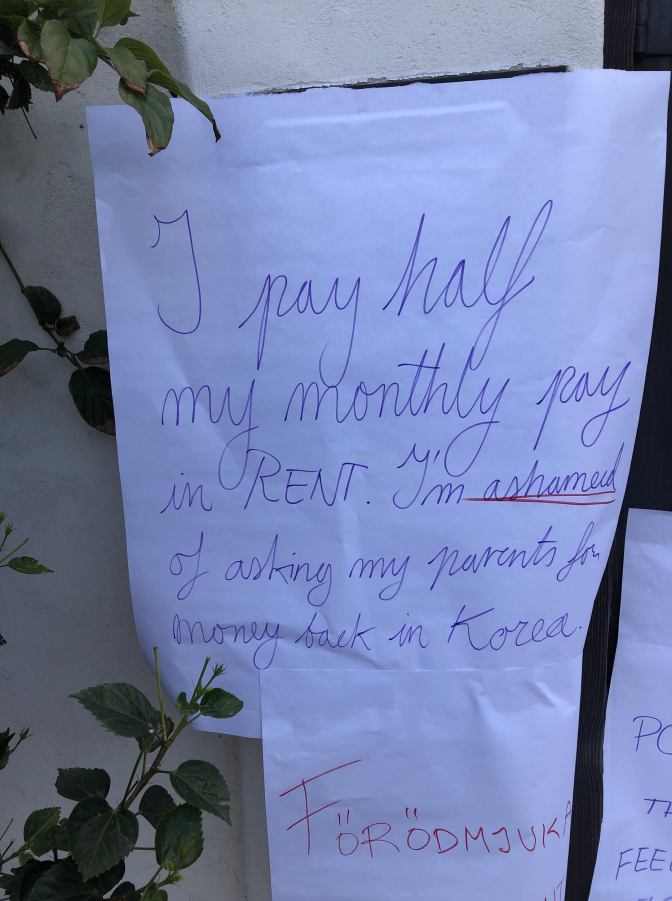


©nature

Q: If yes, which of the following have you experienced?



*People from sexual and gender minorities.



I pay half
my monthly pay
in RENT. I'm ashamed
of asking my parents for
money back in Korea.

FÖRÖDMJUK

PO
74
FEEL

According to the UC Berkeley [My Experience survey](#) released in 2021 with 12k respondents, even before the pandemic, among respondents:

- 27% are **food insecure**; 41% experienced **housing insecurity**; 5% are **homeless**
- 49% experienced symptoms of **depression**; 56% experienced symptoms of **anxiety**

Academic Work
Environments

nce

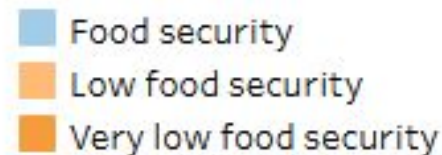
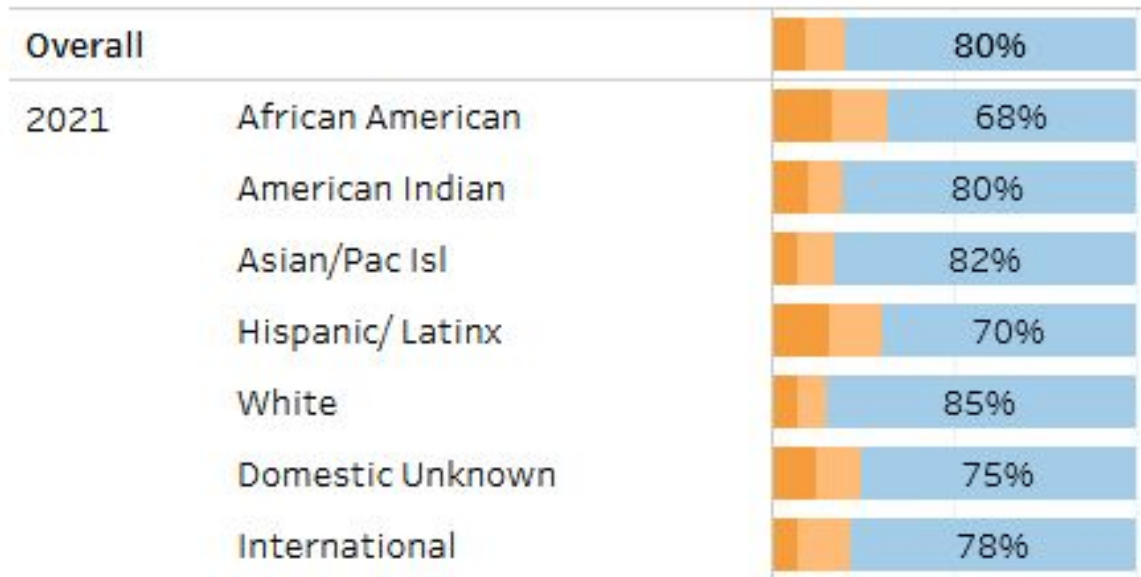
can barely
Afford to live

As an intl. student,
having less than \$700
after rent to survive
in SoCal means that
I am constantly stressed
about my money situation.

infestation
by oban
business

Interna
Village

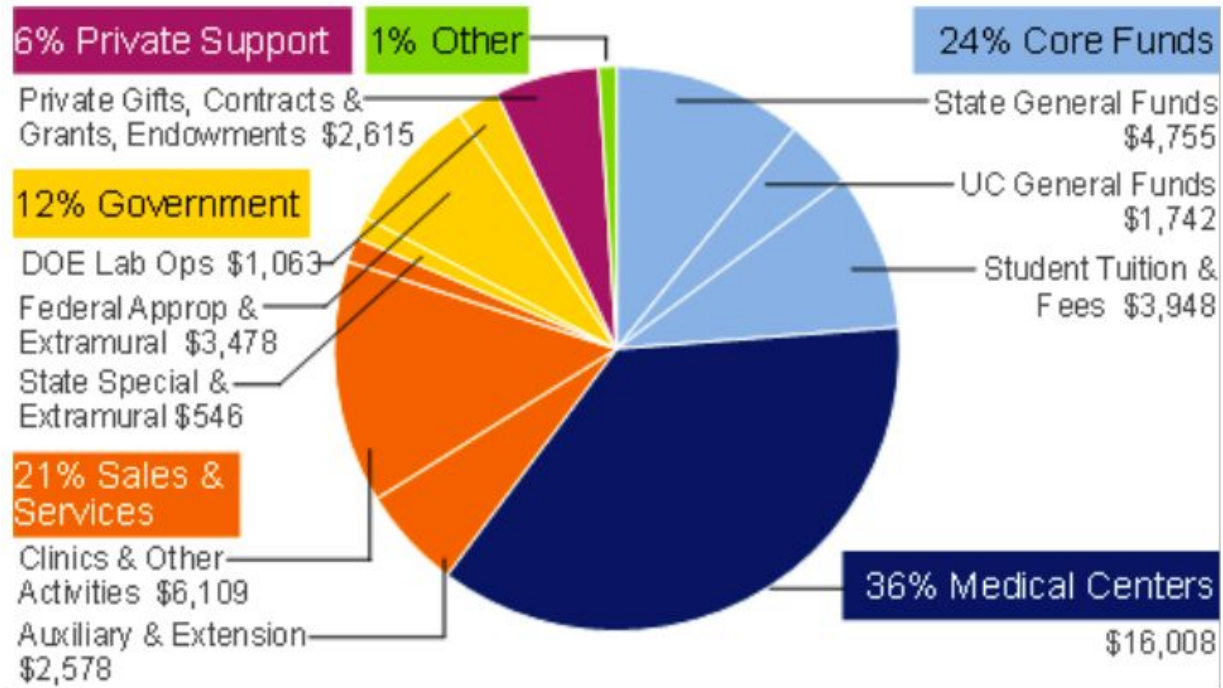
Academic Work Environments



UC Academic Worker Rent Burden



UC Funding Priorities

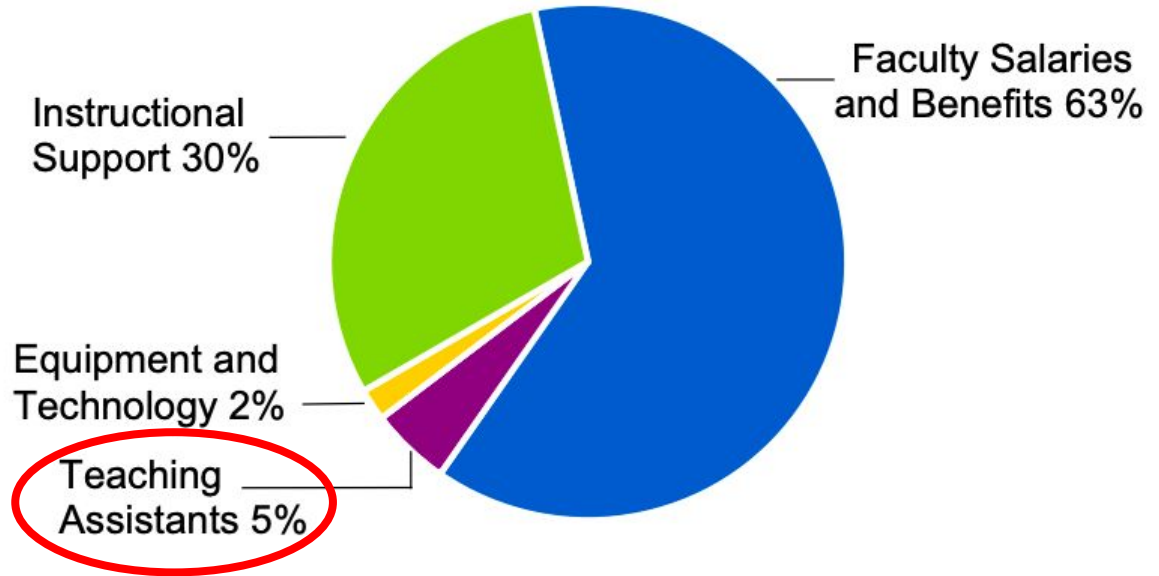


"UC's operating budget, totaling \$43.9 billion in 2021-22, consists of funds from a variety of sources. State support, which helps leverage other dollars, remains critical."

UC Operating Budget

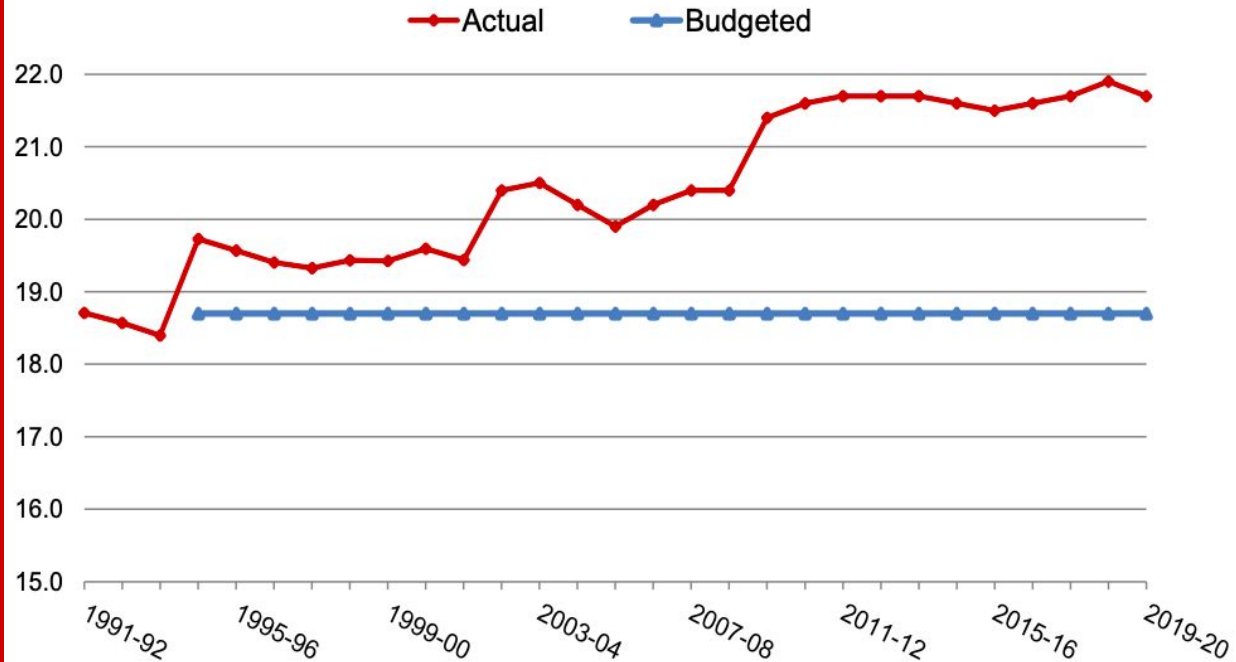
UC Funding Priorities

UC Instruction
Expenditure



UC Funding Priorities

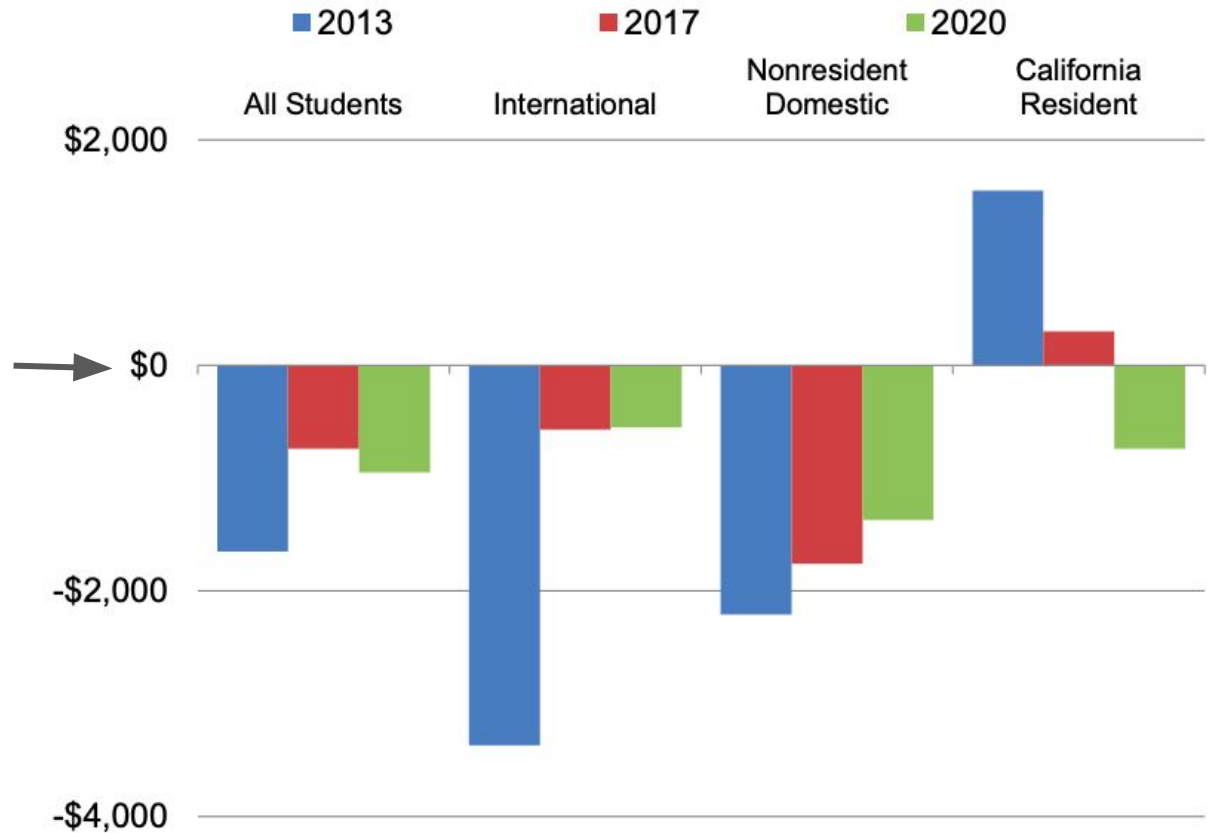
UC Instruction
Expenditure



Source: UC Budget for Current Operations ([2022-23](#))

UC Funding Priorities

UC Instruction Expenditure



UC Funding Priorities

Undergraduate
Learning Conditions

A declining percentage of students state that they would choose to attend the UC campus at which they enrolled knowing what they know today.

Our Solution



Compensation

*ASEs live and work in some of the most expensive cities in the world. Off-campus, inflation and skyrocketing rents eat into our wages and force us into long commutes, while in UC-controlled housing many of us pay more than half our wages back to our employer in rent. We need **wages adjusted to the real cost of living, greater access and provision of public transportation, and an expansion of high-quality, affordable**, UC-operated housing open to ASEs and the broader community. Further, no ASE should pay to work at the University, and that means **ALL tuition and fees should be waived** for ASEs. Finally, **Health Benefits** need to be improved to ensure that ASEs have access to quality healthcare and that no student-parent is taxed for having children while working at UC.*

Compensation

- *Wages*
- *Housing*
- *Parking & Transit*
- *Relocation*
- *Health Benefits*
- *Fee Remission*
- *Defined Contribution and University Retirement Plans*

Equity

*Equity in the workplace is critical to expanding access to opportunity at UC. We demand better **community safety**, stronger **protections against discrimination and harassment**, a more collaborative process to meet and improve **access needs**, and expanded education/training to **counter racism and micro-aggressions**. We need an academy that is **equitable for all student-parents** and a University that puts in place concrete measures to recruit and **retain ASE's from around the globe**.*

Equity

- *Community Safety*
- *Non-Discrimination*
- *Anti-Bullying Protections*
- *Access Needs/Reasonable Accommodations*
- *Leaves*
- *Childcare*
- *Visa & Immigration*
- *Peer Led Trainings*
- *Diversity Equity and Inclusion Fellows*

Job Security

*Strong job security protections mean that ASEs can keep and perform our jobs. This part of the contract makes sure that we are **paid fairly and on time, for all of our labor**, and that the UC cannot fire or discipline us without reason. In addition to protecting the rights we already have, we need **multi-year employment guarantees** to ensure that we have true job security in the workplace. We additionally need **caps on class sizes** and **transparency around hiring** through posting to deliver the quality teaching that our students deserve.*

Job Security

- *Appointment Notification*
- *Appointment Security*
- *Classifications*
- *Class Sizes*
- *Discipline and Dismissal*
- *Employment Files and Evaluations*
- *Posting*
- *Workload*

Union Rights

*Our contract is only as strong as our ability to enforce it. To protect the rights and benefits we negotiate with UC, we need to **improve both our grievance process** and our **ability to inform our coworkers about their union** and contract at new employee union orientations. And, to make UC a better place for all workers, we need **more rights to act in solidarity** with our UC coworkers and take collective action in the workplace.*

Union Rights

- *Grievance and Arbitration*
- *Waiver and Past Practice*
- *No Strikes*
- *Union Access and Rights*
- *Union Security*

