



UNIVERSITY OF CALIFORNIA COMMUNICATION Postdoctoral Scholar Negotiations Update

Since the University and the UAW provided public notice of their intent to begin negotiations, UC and the UAW met for three sets negotiations sessions: February 5 & 6, February 17 & 18, and February 24 & 25. Both parties are diligently working toward achieving a mutually agreeable first contract.

Session #1 – February 5 & 6 – Clarifying the Initial Proposals

During this round of negotiations, each party used a day to explain their non-economic proposals.

- The UAW presented a brief outline of its non-economic bargaining goals in 22 articles, and answered a number of questions posed by the University.
- The University presented the UAW with actual contract language for 16 articles: Agreement, Appointments, Benefits, Corrective Action, Grievance Procedure, Layoff, Management Rights, No Strikes, Nondiscrimination, Parking, Performance Assessments, Salary and Stipend, Severability, Sick Leave, Time Off, and Waiver.
- The University and the UAW also agreed to the negotiations Ground Rules by which they will abide during the negotiations, and **tentatively agreed to the “Severability” Article.**

Session #2 – February 17 & 18

During this set of negotiations, the UAW:

- responded to the University’s contract language in six of the 16 articles that the University proposed: Benefits (Health), Nondiscrimination, Agreement (Recognition), Corrective Action, Titles & Classifications, Appointments, Grievance and Arbitration.
- presented contract language for 17 articles: Personnel Files, Childcare, Housing, Workspace and Materials, Union Access and Rights, Union Security (Dues and Fees), Visa and Immigration, Workload, Travel, Training and Orientation, Subcontracting, Successorship, Mentorship, Parking and Transit; Professional Development; Campus Facilities, Wages, Benefits (Retirement), Past Practices and Job Postings.

Session #3 – February 24 & 25

During the third set of negotiations,

- the University responded to the union’s proposal in seven articles: Recognition, Payroll Deduction for Union Dues and Agency Fees (Union Security), Union Access and Rights, Nondiscrimination, Personnel Files, Workspace & Materials, Corrective action
- the UAW responded to a counter in Recognition [of the union], and Union Access and Rights.
- the parties **tentatively agreed to the “Recognition” article.**

The parties will resume negotiations on March 9 & 10, in Los Angeles, and have scheduled a number of negotiations sessions through April 29, 2009.