

Update on Collective Bargaining for UC Postdoctoral Scholars

1. Bargaining issues
2. UC bargaining team positions
3. Contract articles affecting faculty
4. Speculations as to contract impact

Bargaining Issues – List of Articles

Appointments

Benefits – Health & Retirement

Childcare

Copyright, Patents, & Invent. Rights

Discipline & Dismissal

Grievance Procedures

Health & Safety

Housing

Job Postings

Layoff

Leaves

Management Rights

Mentorship

Parking & Transit

Time Off (Vacation)

Personnel Files

Performance Assess.

Subcontracting

Successorship

Titles & Classific.

Travel

Union Rights & Dues

Visa & Immigration

Workload

Workspace & Mater.

Bargaining Activities & Issues

- 11 bargaining meetings, 6-7 passes of some articles.
- One scheduled meeting remains (June 24-26).
- Discussion of economic issues is intense.
- **TAed articles.**
 - Groundrules
 - Personnel files
 - Professional development & career counseling
 - Titles and classification
 - Holidays
 - Recognition
 - Severability
 - Workspace & materials
 - Non-discrimination
 - Parking & transit
 - Subcontracting
 - Training
 - Travel

UC Team Approach to Issues

Definition of a Postdoctoral Scholar

Postdoctoral Scholars -

- have doctoral degrees (or equivalent) and are engaged in temporary and defined periods of mentored advanced training to enhance the professional skills and research independence needed to pursue their chosen career paths.
- train under the direction and supervision of faculty mentors in preparation for academic or research careers.
- may be approved to engage in other activities to enhance teaching and other professional skills.
- are not permitted to serve as principle investigators.

Provisions of this preamble are not grievable.

Some Hotbutton Economic Issues

UAW Demands

- ✓ Salary - \$45K, \$47K, 49K, 52K, 55K, 57K;
↑ 5%/year plus ↑ base by 6% = ↑ 11%/year (UCD=~\$10m, 33%)
- ✓ Child Care – Reimburse 50% of costs
- ✓ Vacation – Accrual and terminal payout
- ✓ Retirement – Social Security coordination (↑ 7.5%) \$3,300/PDS
- ✓ Visa and Immigration – full cost (H1B = ~5xJ1 = \$5K)
- ✓ Insurance – Pay 100% of short & long term disability, life
- ✓ Health and Medical Benefits – ↑ \$7m due to costs, ~\$1.2K/PDS, 2X UAW
- ✓ Moving Expenses – up to \$1,500

Side Letter - UCOP

SIDE LETTER:

DECLARATION OF A FINANCIAL EMERGENCY

In the event the University declares a financial emergency, consistent with the proposed revisions to Standing Order No. 100.4, the University and the UAW agree to reopen the relevant and current section of Article ___ - Compensation. The University and the UAW will begin meeting and conferring within seven (7) days of the date of the declaration on the relevant provisions of Article ___.

Some Hotbutton Academic and Management Issues

Evaluations

Ongoing oral and annual written progress reports

Mentoring

UAW demands some mentoring conditions e.g., 2 mentors

Discipline and Dismissal

Academic judgment & review vs. grievance & arbitration

Copyright

Internal discussion – obligation to do scholarly work

Leaves

Vacation vs. time off, accrual & pay-out of unused vacation

Jerry's Speculations - Impact of Postdoctoral Contract Likely Changes

- Faculty relations with postdoctoral scholars - Informal to more regularized
- Grant costs of hiring postdoctoral scholars - Postdocs will be more expensive
- Departmental procedures - More & better accounting procedures

Possible Adaptations to Changes

- Alternative management structure - Departmental/college vs ?
- Decrease the number of postdoctoral scholars - Hire scientists in other title codes
- Generate financial resources - Charge postdocs for training/services

Or

- Little will change if the contract is marginally relevant to postdocs

My Needs & Your Sources of Information

My Needs

What are your priorities as PIs & faculty?

What are your suggestions – contract articles?

Your Information

- www.prouaw.org/home/home.php
- atyourservice.ucop.edu/ (search for postdoctoral scholar unit PX)
- jlhedrick@ucdavis.edu