



UPDATE ABOUT POSTDOCTORAL SCHOLAR NEGOTIATIONS JUNE 10-12, 2009 BARGAINING

1. **TA'd Articles** -- The University and the UAW agreed to five articles in the June 10-12 negotiation session; Parking and Transportation, Workspace and Materials, Training, Professional Development and Career Counseling, and Personnel Files. Thus far, the parties have agreed to 12 articles.
2. **Health Benefits** – The parties have engaged in numerous discussions to clarify the Union’s proposal on health benefits. The Union seeks to enhance the health benefit coverage and options for postdoctoral scholars. The University is assessing the cost of the union’s demands in order to negotiate over Postdoctoral Scholar benefits.
3. **Health and Safety** – UC and the UAW are negotiating various provisions, including health & safety training, the University’s response to Postdoctoral Scholar concerns, and cooperative efforts between the University and the Union on Health & Safety matters.
4. **Performance Assessment/Evaluation** -- The parties made progress in clarifying the intent of the Union and the expectations of the postdoctoral scholars in their desire to have regularized performance assessments and evaluations. The University continues to advocate on behalf of written evaluations when requested by a Postdoctoral Scholar, while the Union proposes mandatory written evaluations.
5. **Union Security and Union Access Issues** – The differing methods of remunerating postdoctoral scholars “fellows” and “paid directs” affects the University’s ability to deduct mandatory agency fees and voluntary dues for these members of the bargaining unit. The University is continuing to explore ways to resolve the related legal and technical issues involved.
6. **Duties & Responsibilities** – The Union has proposed that the supervisor provide Postdoctoral Scholars with a detailed description of duties & responsibilities (with percent time required for each duty) – which may be written collaboratively between the Postdoctoral Scholar and the supervisor. The University continues to express concern that this demand does not reflect the evolutionary and creative nature of successful Postdoctoral Scholar training and research.
7. **Potential Review of University Decisions involving academic judgment and academic evaluation** – The UAW continues to maintain that a fully grievable and arbitrable contract is essential. The Union has acknowledged the University’s right to make decisions involving academic judgment and evaluation. The University continues to be concerned about academic judgment and academic evaluative measures being cited in the context of procedural or disciplinary issues, that would be subject to review by an outside arbitrator under the UAW’s proposals.
8. **Time Off / Time Worked** – The Union has clarified its goal to alleviate situations where postdoctoral scholars are subjected to excessive requirements to be at the work site when the needs of research may not require such attendance, and also to ensure that postdoctoral scholars are permitted to use appropriate time off provisions. The University is attempting to balance these issues in the context of Postdoctoral Scholars as professional exempt employees who are responsible for fulfilling research commitments.
9. **Economic Proposals** – The Union has proposed extensive salary, benefits, and leave provisions that would have significant impact on current funding available to support

postdoctoral scholars. The University is costing the Union's demands and will have responses to the Union's proposals after the costing is done.