UC-UAW Membership Raises the Standard for UC Staff.

	BEFORE UNIONIZATION	WITH OUR FIRST UC-UAW CONTRACT
WAGES	No guaranteed across-the-board or experience-based raises. Merit increases inconsistently and inequitably given.	At least **27.8% wage increase over 4 years** *(1% in June 2026; 5% in July 2026; 1% in January 2027; etc.)* • Across-the-board **increases not tied to performance evaluations**. • On top of annual across-the-board increases, yearly increases of at least 2% through creation of a **step wage system.**
CAREER PROGRESSION	Opaque and capricious reclassification process at sole discretion of UC management.	**Fair and enforceable process** to request reclassification and address career stagnation. All employees entitled to a clear job description and timely reviews for promotion as responsibilities increase. Automatic **conversion of all contract employees to career appointments.**
WORKLOAD	Expected do more work with no compensation or promotion.	Workload must be ***reasonable***. Right to a **stipend** for taking on additional duties and out-of-class work.
BENEFITS & LEAVES	Health insurance premiums raised annually at the discretion of UC management. No recourse for newly hired employees who've yet to accrue sick leave.	Annual **caps on healthcare premium increases** AND **monthly subsidies on employee contributions** for Kaiser & UC Blue & Gold *(7.5% cap for Kaiser; 5% cap for UC Blue & Gold).* Enshrined all current retirement choice options in our union contract. **One floating holiday** per year that can be used any time and **3 days of sick leave for all new employees.** In addition to 8 weeks paid family care & bonding (PFCB), new **6 months childcaring leave** unpaid for all birthing & nonbirthing parents, regardless of FMLA eligibility.
REMOTE & HYBRID WORK	Remote/hybrid work at sole discretion of UC management.	Fair standards for **maintaining flexible work arrangements**, and **right to request a new agreement or appeal modifications**. Enforceable protections against arbitrary, discriminatory, or inconsistent decisions **for the first time for staff at UC.**
BULLYING & ABUSE	Any instance of harassment of discrimination involved a lengthy legal process and/or UC getting the final say.	Management must take **immediate action** when allegations of bullying, harassment, or discrimination are made and **provide interim measures** to allow staff to continue free of bullying or harassment to work during the investigation process. Management must provide immediate workplace adjustments during disability accommodations process. Accountability through neutral, third-party arbitration **for the first time for staff at UC.**
IMMIGRATION	No immigration or visa-related protections.	**Guaranteed leave** to attend immigration hearings and **additional job security related to work visa issues.** Management **must notify the Union** in the event that ICE enters our work spaces.
DISCIPLINE & DISMISSAL	No recourse for unjust discipline or termination.	Management can only discipline or dismiss an employee with **fair notice and just cause**. Disciplinary documents removed from personnel file after 2 years. Enforceable protections against biased or retaliatory performance evals **for the first time for staff at UC.**
LAYOFFS	Arbitrary layoffs at sole discretion of UC management. Rehire/recall rights not offered at all campuses.	Layoffs must occur in inverse order of seniority and with **at least 30 days notice or pay in lieu of notice.** Career employees entitled to 1 week of severance per year worked (up to 16 wks) *or* preferential rehire/recall.
DISPUTE RESOLUTION	No recourse when UC violated a policy.	**Fair process with enforceable timelines when UC violates the contract** *("grievances")*, with the ability to appeal to a neutral, third-party arbitrator who makes a binding decision.

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