

COLLECTIVE BARGAINING WORKS!



Current UW Policy

Public Sector Union Contracts

Job Security	Without guaranteed advance notice and documented reason, there are little to no avenues to contest unjust termination . Non-union staff could be disciplined/laid off arbitrarily (“at will”), and at any time. There is no dedicated process to support non-union staff facing layoffs due to UW-initiated changes.	Union researchers at UW have the right to a 45-day layoff notice, union representation, and a neutral, fair process to address unjust termination. State of CA union researchers affected by layoffs due to management-initiated changes are guaranteed support finding other positions in the State. [1,2]
Workload	Management has the final say on workload issues, including access to remote work, and is not obligated to consider input from non-union staff.	At UW, union researchers won a worker-centered process to reconcile workload issues , the right to a flexible work schedule, and strengthened right to work remotely . [3]
Bridge Funding	Non-union staff cannot access bridge funding to help maintain work while in between grants , and are vulnerable to funding cuts beyond their control.	Union researchers at UW can apply to access bridge funding . [3]
Career Advancement	There are no enforceable standards for performance reviews and professional development support . Without an automatic review or promotion mechanism –it is up to the employee, supervisor, or appointing authority to initiate.	Union researchers at UW can independently request a position review (promotion) without any pre-approval requirements. Performance evaluations are conducted at least 1x per year and must meet standards . Upon request, training recommendations are provided. [3]
Immigration	UW provides TN, H-1B, and E-3 visa sponsorship for qualifying, specialized staff positions. UW does not sponsor permanent residency for any staff position.	Union researchers at UW established a process to review creation of non-academic visa sponsorship. Union researchers at UC must be compensated for any losses suffered due to UC delays in visa processing. [1,3]
Discrimination & Abusive Conduct	Complaints are handled internally by UW administration. Non-union staff have no enforceable timelines to resolution , no right to representation, and no access to neutral, third-party arbitration or an appeals process. After reporting, management determines whether interim measures are sufficient to continue work.	At UW, union researchers have a survivor-centered process for reporting discrimination, harassment, or other inappropriate conduct, right to representation throughout the process, access to grievance process & third party arbitration with clear timelines and interim measures during investigation. [3]
Accessibility	UW will comply with all federal and state laws and regulations. However, the disability accommodations process does not guarantee prompt timelines , necessary interim accommodations, or access to peer representation.	At UW, union researchers have the right to a worker-centered, interactive process to determine accommodations for access needs. Immediate, interim accommodations are guaranteed without requiring medical documentation. [3]
Health & Safety	UW unilaterally sets and enforces health and safety standards in compliance with state/federal law. No protections against work conditions posing imminent danger	Union researchers at UC and UW have the right to refuse unsafe work without retaliation. UW covers medical examination costs for conditions related to employment hazards [1,3,4-6]
Compensation	 No guaranteed annual salary increases. 9 of the past 20 years NO merit wage increase. 2% average yearly increase over the last 20 years	Unionized workers have more power to improve wages and benefits while also protecting what’s already good. Union researchers at UW have won 10% to 30% increases to salary range minimums and 12% guaranteed raises for all research staff. [3]

Collective Bargaining Agreements (CBAs)
 [1] CBA btwn UAW 4811 Academic Researchers (ARs) and the Board of Regents of the University of California, 2022.
 [2] CBA btwn UAW 1115 California Association of Professional Scientists and the State of California, 2024.
 [3] CBA btwn UAW 4121 Research Staff and the University of Washington, 2023.
 [4] CBA btwn UAW 4811 Postdocs and the Board of Regents of the University of California, 2022.
 [5] CBA btwn UAW 4811 Student Researchers and the Board of Regents of the University of California, 2022.
 [6] CBA btwn UAW 4811 Academic Student Employees and the Board of Regents of the University of California, 2022.