

Bargaining Update for Graduate Student Researchers

Negotiations underway for first contract for Graduate Student Researchers

The University of California recently began negotiations with the United Auto Workers (UAW) for the first collective bargaining agreement covering Graduate Student Researchers, and we want to let you know what UC's priorities and goals are for these negotiations.

Our overarching goal is a multi-year agreement that recognizes the many contributions GSRs make to research at UC. Specific priorities include:

- **Fair pay:** We are committed to providing fair and competitive compensation.
- **Quality benefits and family support:** We are committed to providing GSRs with a variety of health and family-friendly benefits, including financial subsidies for childcare, pregnancy leave, family care leave, baby bonding leave, and other support for eligible student employees.
- **Supportive, respectful working conditions:** We are committed to ensuring a safe, respectful, and supportive workplace environment for all employees, including GSRs.
- **Good-faith, efficient negotiations:** We are committed to engaging in good-faith negotiations with the UAW. Negotiations are most successful when both sides come to the table with an open mind, a genuine willingness to listen and be flexible, and a sincere commitment to productive, respectful negotiations.
- **Regular updates:** We are committed to keeping you informed. We will update you regularly throughout the bargaining process.

Consistent with the above priorities, at the April 15 bargaining session UC offered the UAW a comprehensive, multi-year proposal that includes the following:

- **Annual pay increases:** For all eligible bargaining unit members, a 4% [general range adjustment](#) for the 2022-23 fiscal year, and a 3% wage increase in each subsequent year of the contract.
- **Childcare support:** A systemwide childcare reimbursement program of \$1100 per quarter or \$1650 per semester.
- **Financial subsidies:** Partial fee remission, consisting of reimbursement for tuition, monthly health care premiums, and student services fees, and \$100 toward campus fees for GSRs with appointments of 25%-time or greater.
- **Paid family and medical leave:**
 - Six (6) weeks of paid leave for pregnancy, childbirth, or related medical conditions for the period prior to, during, and after childbirth.
 - Four (4) weeks of paid leave due to a GSR's own serious health condition, baby bonding, or to care for a family member.
 - Three (3) paid days of bereavement leave.
 - Two (2) paid days per quarter and three (3) paid days per semester for short-term medical leave and family-related leave.
- **Workload:** Workloads to be commensurate with appointment percentage and title/classification.

NEXT MEETING: Our next bargaining session with the UAW is scheduled for April 22 and we'll send you another update following that meeting.

Thank you for all your contributions to the University.

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