

December 18, 2019

To: Department Chairs and Directors (via SBCHR-L and SBDIR-L)

From: Cindy Doherty, Academic Personnel Director

Re: Academic Researcher (RA) bargaining unit

As previously announced, Academic Researchers (Researcher, Project Scientist, and Specialist series) are now represented by the United Auto Workers (UAW). The memorandum of understanding (MOU) is now in effect, and the campus will be fully implementing our new MOU obligations over the next month or so. To that end, the following have taken place or will occur during the month of January:

- Departmental staff training was held on Monday, December 16. The powerpoint slides as well as a recording of the session are available on the Academic Personnel web site under *Training and Workshops/Staff Training Materials/Others/Academic Researcher Contract Implementation* or directly at <https://ap.ucsb.edu/training.and.workshops/staff.training.materials/>. Department Chairs, Directors, and PIs are encouraged to review the presentation.
- Red Binder policy language is being updated to reflect the requirements of the contract. Draft updates are expected to be circulated for review the first week of January.
- New salary scales will be in effect January 1, 2020 (January 12, 2020 for non-exempt employees) and have been posted to the Academic Personnel web site under the *Salary Scales* tab <https://ap.ucsb.edu/compensation.and.benefits/ucsb.salary.scales/>. The associated salary adjustment for represented employees will be processed in mid-January.
- Updates will be made in January to AP Folio upload screens and eligibility screens to facilitate collection of new required information and the new case deferral process.

**Please share this information with your faculty and non-represented Researchers who serve as supervisors of represented Academic Researchers.**

Questions related to the Academic Researcher bargaining unit may be directed to your departmental academic personnel analyst or to Joanna Kettmann [joanna.kettmann@ucsb.edu](mailto:joanna.kettmann@ucsb.edu) , x5048, in the Academic Personnel office.

cc: Business Officers and Academic Personnel Analysts

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