

May 22, 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 announced on April 5, 2019, the University has recently recognized a new bargaining unit that will cover a number of academic research series, including Specialists, Project Scientists, and Researchers. I write to update you on the activities that will be upcoming over the next few months for this new unit.

Based on the agreement between the University and the UAW the following will occur:

- New job codes have been created for use for individuals who will not be part of the unit. These include supervisors and without salary appointees in the covered series. The academic personnel office will be initiating the transactions to make these changes in UCPATH. Departments do not need to take any action. Supervisors will be transitioned with the next few weeks. Without salary employees will be transitioned within the next few months.
- Individuals who will transition to new job codes will be notified when the changes are made. The notification will be copied to the department chair or director.
- Policies related to Visiting titles (Visiting Researcher and Visiting Project Scientist) are being modified based on the agreement with the UAW. The draft Academic Personnel Manual (APM) section will be circulated for review shortly.
- System-wide bargaining is underway. Once a contract is agreed upon and ratified by the union, campus policies and procedures will be updated accordingly. At that time further information and training will be provided to the campus. Although the goal is to have a contract in place by Fall 2019, it is not possible to predict an exact implementation timeline.
- All RA represented employees who are undergoing review for a July 1, 2019 merit or promotion will receive the approved increase. Any other salary increases are subject to the bargaining process.

Questions related to the Academic Researcher bargaining unit may be directed as follows:

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cc: Business Officers and Academic Personnel Analysts

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