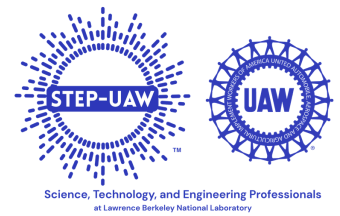


Collective Bargaining Works!



This chart compares existing LBNL/UC policies for Science, Technology, and Engineering Professionals (STEPs) to contracts for researchers & engineers that have unionized with UAW.

	Current LBNL/UC Policy	Unionized Researchers & Engineers
Wages	Merit pool and increases for individuals are determined by UC/LBNL management, with input via performance evaluations. This results in an approximately ~1 - 4% merit increase annually for most employees. There are no clear guidelines on how performance equates to compensation, and it changes year over year.	Guaranteed pay increases and merit reviews that outpace pay increases for non-union employees. For example: - UC Research and Public Services Professionals will receive a minimum 27.8% increase over 4 years - The UC Academic Researcher contract provides an average 34% pay increase over 5 years
Career Progression	Inconsistent and often opaque processes for determining promotions and merit increases. Evaluation criteria that often do not match job expectations. No timelines or accountable process to directly request reclassifications.	The UC Researcher and Public Service Employee contract guarantees timely processes for reviews, including for promotion and reclassification, with transparent criteria.
Healthcare	Eligibility for the same healthcare plans as UC staff, at the same rates as UC staff. No cap on annual premium increases. Premiums have increased significantly over the past 2 years.	UC Research and Public Service Professionals are also eligible for the same healthcare plans as other UC staff, but their union contract secured annual caps on premium increases and monthly subsidies.
PTO & Sick Days	Employees with less than 10 years of service accrue on average 15 vacation days per year, scaling up to 24 days per year only after 20 years of service. No sick or PTO days available for the first month after being hired.	All UAW Academic Researchers (including LBNL Project Scientists) accrue 24 Vacation days annually. UAW Research and Public Service Professionals accrue 3 sick days on day one of their appointment.
Retirement	UC/LBNL can unilaterally make changes to retirement plans with or without employee input, including changing pension tiers and contribution rates.	Unionized Academic Researchers at UC/LBNL have the right to collectively bargain over proposed plan changes, including changes to contribution rates or tiers.

	Current LBNL/UC Policy	Research/Engineer Union Contracts
Parental Leave & Childcare	UC/LBNL provides a Paid Family Care for Bonding (PFCB) benefit equal to 100% of salary for 8 weeks.	UAW Researchers have strongly advocated for improved family leave benefits, with spillover effects to other UC/LBNL employees. They won 100% pay for 8 weeks for family bonding in their 2022 contract. It was only after that victory that UC and LBNL extended this benefit to other employees.
Job Security	UC/LBNL may terminate or lay-off employees at their sole discretion. Term employees may not be renewed at UC/LBNL's sole discretion.	Existing contracts establish a neutral, fair process to address unjust terminations and unnecessary layoffs, and include provisions like severance and preferential rehire for laid off employees. UAW Research and Public Service Professionals also won a process to transition all term employees to career positions.
Protection from Harassment, Discrimination, and Abusive Conduct	Complaints are handled internally by UC/LBNL offices, with no timeline for resolution, no right to representation, and no access to a neutral, third-party appeals process.	Unionized LBNL and UC researchers & engineers have the right to interim measures to immediately address harassment and discrimination. They also have strong protections like union representation, enforceable timelines, and a process for appeal to a neutral third party.
Protections for Foreign Nationals	No protections or recourse in the event of delays to work authorization processing. No voice in changing federal policy, and how UC/LBNL chooses to implement those policies.	Unionized researchers/engineers have protections like pay for any time lost due to unnecessary delays in work authorization, leave to attend visa/immigration-related hearings, and job protections if detained. At LBNL, unionized researchers have successfully resisted attempts to remove international employees due to the Lab's implementation of federal policy; for example, unions prevented employees from being fired during the 2017 muslim ban, and protected a Chinese researcher from being unjustly dismissed due to Federal policies.