



## **ULE-UAW Initial Bargaining Demands**

### **Wages, Compensation, and Benefits**

Implement a competitive pay structure that reflects student workers' contribution and experience, and accounts for the high cost of living in San Francisco. Introduce remission benefit for fees charged by the university to help offset or diminish the burden of rising tuition, healthcare, and transportation costs. Ensure timely pay regardless of funding source.

### **Recruitment, Retention, and Transparency**

Improve recruitment and retention of student workers from underrepresented groups. Create a timely, fair, and transparent process for appointments, reappointments, and new job opportunities that provides pertinent details, including but not limited to: compensation, duties, length, and notification process. Improve access to career advancement opportunities, mentorship, and training. Provide support for conference and career-related travel. Safeguard intellectual property rights and paper authorship credit.

### **A More Just, Equitable, and Inclusive Workplace**

Guarantee fair and transparent health and safety protections, provide all necessary workspaces and materials, and a reasonable workload. Establish just cause protections against unfair discipline and dismissal, a fair grievance procedure, and access to neutral, binding arbitration. Protect student workers against discrimination, harassment, and bullying of all forms, and establish a neutral, binding, and survivor-centered grievance process for affected student workers. Increase the number of safe, private lactation and/or changing stations. Increase Child Care access and assistance.

**Accessibility**

Improve rights and accommodations for student workers with disabilities to ensure their access needs are met. Proactively reach out to and provide centralized resources for all student workers' accessibility needs.

**Leaves**

Provide guaranteed short and long term leave including, but not limited to: sick leave, Paid Family and Medical Leave (PFML), access to paid parental leave, paid leave to attend immigration-related appointments, and paid bereavement leave.

**Union Rights**

Guarantee that each student worker gets a mandatory union orientation and that hiring departments are trained in student worker rights and protections. Provide the Union with full, secure, and accurate information regarding student worker employment. Improve timelines for resolution of workplace issues. Strengthen the ability of student workers and the Union to enforce our rights.

The Union reserves the right to submit proposals on additional bargaining topics not specifically listed and modify any proposal.