



United  
Academics  
AAUP • AFT  
UNIVERSITY OF OREGON

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## THE UNION DIFFERENCE

United Academics is an organization made up of the faculty here at the UO who are building a union with the aim to make the UO a better place to work and a stronger community. We seek to represent all faculty, including Research Assistants, Research Associates, Postdocs, and Lab Techs. We believe that each individual worker makes the UO the great community that it is. We also believe that by working together we can make the UO the top-flight research university it strives to be.

RAs, Postdocs, and Lab Techs at other universities are unionized and have improved their working conditions through collective bargaining.

At Rutgers:

- The union bargains minimum salary levels for all faculty and there are annual raises  
There are also policies and procedures for providing raises above the annual minimums to reflect market competition and merit
- All faculty, including Researchers, Postdocs, and Lab Techs, receive eight weeks of paid family leave after the birth or adoption of a new child
- There are clearly delineated grievance procedures and all faculty are protected against arbitrary and capricious discipline

In the University of California system, 6000 Postdocs recently won:

- A balanced compensation structure that includes experienced-based and annual increases in pay based on the NIH pay scale
- Strong mechanisms for postdocs to enforce health and safety standards and a Labor-Management Committee to further ongoing discussions about health and safety
- Paid time off for holidays and sick leave
- Clear grievance procedures for settling disputes, including binding-third party arbitration should disputes prove intractable
- Strong sexual harassment language

If you are interested in learning more about United Academics, want to be a part of building a strong union that represents all faculty, or just want to talk about workplace issues with a colleague, you can contact:

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Or you can always call the union office at 541-686-4714 or email our Lead Organizer, Dave Cecil at [dave@unitedacademics-of-uo.org](mailto:dave@unitedacademics-of-uo.org)