



# Yes, I want to form a union!



Name: \_\_\_\_\_ Personal E-mail: \_\_\_\_\_  
(first) (last) (nickname)

Dept/Affiliation: \_\_\_\_\_ Mobile Phone: \_\_\_\_\_ I prefer:  Call  Text  Email  Zoom/Video

UW Work Location: \_\_\_\_\_ Job Title(s):  RSE Assistant  RSE 1  RSE 2  RSE 3  RSE 4  RSE Senior  RSE Principal  
(building) (room)  RSE Senior Principal  Research Coordinator  Research Consultant  Other: \_\_\_\_\_

I join with my colleagues to improve our wages, working conditions, and research at UW. I authorize UW Researchers United / UAW (The International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America) and UAW Local 4121 to represent me in collective bargaining.

I understand that UW Research Scientists and Engineers (RSEs) will elect a bargaining committee of our colleagues to negotiate a contract with the UW Administration, and that RSEs will pay no dues or fees until the contract has been democratically approved by RSEs.

Today's Date: \_\_\_\_/\_\_\_\_/\_\_\_\_ Signature: \_\_\_\_\_  
(month) (day) (year) (handwritten in blue or black ink)

We are UW Researchers forming a union to improve the Researcher experience. We play a crucial role in making UW a world-class research institution, however, our compensation and working conditions are not always commensurate with our contributions to UW. This is especially true for those of us impacted by intersectional systems of oppression.

We have reached a moment where we must commit to collective action. By uniting our voices in solidarity with academic workers nationwide, we intend to collectively bargain with UW to address our concerns and increase equity for all Researchers.

### Without a Union:

- UW is the final decision-maker with regard to all aspects of Researcher wages, benefits, and working conditions
- UW decides how and whether to consider input from Researchers
- UW can change Researcher working conditions unilaterally
- UW rules & regulations can't be easily enforced by individual Researchers

### With a Union:

- ✓ Researchers choose a bargaining team & gather input from colleagues
- ✓ The bargaining team negotiates on equal footing with UW
- ✓ The contract is approved by a majority Researcher vote before taking effect
- ✓ A legally binding and enforceable contract sets terms & conditions of Researcher employment

Eliot George, Aeronautics & Astronautics  
 Fiona Spencer, Aeronautics & Astronautics  
 Cara Winter, Aeronautics & Astronautics  
 Dzung Tran, Aeronautics & Astronautics  
 Zackary Herbst, Allergy & Infectious Diseases  
 James Joslin, Applied Physics Laboratory  
 Charles Delahunt, Applied Mathematics  
 Rebecca Buchanan, Aquatic & Fishery Sciences  
 Julia Michalak, Aquatic & Fishery Sciences  
 Charlotte Boyd, Aquatic & Fishery Sciences  
 Samuel White, Aquatic & Fishery Sciences  
 Rishi Pahuja, Astronomy  
 Christopher Morrison, Astronomy  
 Meredith Rawls, Astronomy  
 Robert Tardif, Atmospheric Sciences  
 Irini Topalidou, Biochemistry  
 Yang Hsia, Biochemistry  
 Daniel Leon, Bioengineering  
 Micah Glaz, Bioengineering

Gaurav Gulati, Bioengineering  
 Patricia Wu, Biological Structure  
 Catherine Ray, Biological Structure  
 Ivan Cruz, Biological Structure  
 Valerie Soza, Biology  
 Yves Hoareau, Biology  
 Gabriella Wolff, Biology  
 Michael Nash, Biostatistics  
 Gregory Diggs-Yang, CERSE  
 Emily Knaphus-Soran, CERSE  
 Cara Margherio, CERSE  
 John White, Chemistry  
 Jessica Daiker, Chemistry  
 Hamid Khaledi, Chemistry  
 Samantha Pollack, CHWS Family Medicine  
 Alexandre Zerbin, CICOES  
 Bonnie Chang, CICOES  
 Oriana Chegwidden, Civil & Env Engineering  
 Amanda Tan, Civil & Env Engineering

Sara Rolfe, Comp Sci & Engineering  
 Laura Osburn, Construction Management  
 Philip Hurvitz, CSDE  
 Candice Church, Dermatology  
 Kajan Ratnakumar, Dermatology  
 Abby Rhinehart, Education  
 Mark Brunson, Electrical Engineering  
 Lydia Smith, Electrical Engineering  
 Augusto Millevolte, Electrical Engineering  
 Grace Guenther, Epidemiology  
 Katherine Crosman, Evans School  
 Laura Gibbons, General Internal Medicine  
 Emma Timmins-Schiffman, Genome Sciences  
 Elizabeth Kwan, Genome Sciences  
 Aanchal Mehrotra, Genome Sciences  
 Jameson Hurlless, Genome Sciences  
 Abigail Korn, Global Health  
 Mary Kirk, Global Health  
 Shana Hirsch, HCDE

Erin Lepoire, Health Services  
 Sarah Miller, Immunology  
 Maria Garrido, iSchool  
 Ping Mamiya, I-LABS  
 Daniel McCloy, I-LABS  
 Mark Pettet, I-LABS / CHDD / IBIC  
 Margaret Mills, Lab Medicine and Pathology  
 Elena Vayndorf, Lab Medicine and Pathology  
 Elisabeth Rosenthal, Medical Genetics  
 Jai Broome, Medical Genetics  
 Shelly Carpenter, Oceanography  
 Daniel Anderson, Oceanography  
 Amanda Winans, Oceanography  
 William Gordon, Pediatrics  
 Abigail Gambrell, Physiology & Biophysics  
 Akira Mamiya, Physiology & Biophysics  
 Evangeline Kurtz-Nelson, Psychiatry  
 Larry Pierce, Radiology  
 Sheri Imsdahl, Rehabilitation Medicine

We must receive your **handwritten original blue or black ink signature** or a digital image of your physically signed card. Return your card to us by email or mail:

[card@uwresearchersunited.org](mailto:card@uwresearchersunited.org) • UAW 4121, 2633 Eastlake Ave, Seattle WA 98102

Please send this from your personal email account on your personal computer

# Preliminary Bargaining Survey

This survey is also available online: [uwresearchersunited.org/survey](http://uwresearchersunited.org/survey)

Circle a number to indicate whether/how you'd like to see each issue addressed in a contract.

1 = Not important to me 2 = Protect what I have 3 = Make improvements

Appointment Length | 1 2 3 Don't Know | Comments: \_\_\_\_\_

Career Development | 1 2 3 Don't Know | Comments: \_\_\_\_\_

Child Care Assistance | 1 2 3 Don't Know | Comments: \_\_\_\_\_

COVID Related Concerns | 1 2 3 Don't Know | Comments: \_\_\_\_\_

Diversity and Inclusion | 1 2 3 Don't Know | Comments: \_\_\_\_\_

Layoff Protection | 1 2 3 Don't Know | Comments: \_\_\_\_\_

Harassment and Discrimination | 1 2 3 Don't Know | Comments: \_\_\_\_\_

Healthcare Benefits | 1 2 3 Don't Know | Comments: \_\_\_\_\_

Mentorship and Training | 1 2 3 Don't Know | Comments: \_\_\_\_\_

Occupational Health and Safety | 1 2 3 Don't Know | Comments: \_\_\_\_\_

Paid Family Leave | 1 2 3 Don't Know | Comments: \_\_\_\_\_

Promotion & Appointment Transparency | 1 2 3 Don't Know | Comments: \_\_\_\_\_

Retirement Benefits | 1 2 3 Don't Know | Comments: \_\_\_\_\_

Rights of International Researchers | 1 2 3 Don't Know | Comments: \_\_\_\_\_

Salary | 1 2 3 Don't Know | Comments: \_\_\_\_\_

Transportation | 1 2 3 Don't Know | Comments: \_\_\_\_\_

Work Hours and Work Load | 1 2 3 Don't Know | Comments: \_\_\_\_\_

Other(s) | 1 2 3 | Specify: \_\_\_\_\_

## About signing a union authorization card

UW Researchers United is a group of UW Researchers working to form a new union. **When a majority of Researchers sign cards to authorize our representation by UAW, the Washington State Public Employee Relations Commission will count the cards and approve our petition to form a union.** Once our union is certified, these are the steps to bargain our first contract:

- Researchers elect a bargaining committee of peers
- Using feedback from all Researchers, the bargaining committee drafts initial bargaining demands
- All Researchers vote to approve or reject the initial bargaining demands
- The bargaining committee negotiates as equals with the UW bargaining team and sends updates to all Researchers
- Once a complete, tentative agreement is reached in bargaining, all Researchers vote on whether or not to ratify the agreement
- If a majority of Researchers vote to approve the contract, it goes into effect!

No Researcher will pay any dues or fees until the contract has been approved by a Researcher vote. UAW member dues are 1.44% of gross income.

If you have questions or want to get more involved, email [card@uwresearchersunited.org](mailto:card@uwresearchersunited.org)

Learn more at [uwresearchersunited.org](http://uwresearchersunited.org) and follow us on social media!

