

3 THINGS TO KNOW

ABOUT BEING A UNIONIZED EMPLOYEE



\$1,368/year

1

Dues may be 1.44% of your gross monthly income.¹ The union may require RTPC faculty to pay dues or an agency fee as a condition of employment.

1.44% of \$95,000
÷ 12

≈ \$114/month
\$1,368/year



**465 days* or
5 semesters**

2

Collective bargaining would involve negotiation between the University and the United Auto Workers. The University is not required to agree to union demands, and there is no legal requirement to reach a contract.

The average time to reach a first contract is 465 days²—or 5 semesters. During this time, the University would not be allowed to make changes to pay and benefits without first negotiating with the union.

There are no guarantees. A contract, if one is reached, may not mean pay increases big enough to offset the cost of dues and fees or a greater voice than faculty have today.



3

If negotiations fail, a union may take its members on strike.

The United Auto Workers have conducted strikes at three higher education institutions since 2022. The longest was a 29-day strike at Wellesley College in 2025.³

A union may, or may not, pay striking faculty. In California, striking employees are not eligible for unemployment benefits.

A strike is divisive for the campus. It can disrupt education and interrupt student achievements.

¹ Union dues amounts: <https://unitedfaculty-uaw.org/faq/>

² ANALYSIS: Now It Takes 465 Days to Sign a Union's First Contract <https://news.bloomberglaw.com/bloomberg-law-analysis/analysis-now-it-takes-465-days-to-sign-a-unions-first-contract>

³ <https://thewellesleynews.com/23280/news-investigation/cgs-woaw-report-finds-prolonged-anxiety-and-stress-following-strike/>

What are union dues, and how might they be calculated?

United Auto Workers dues may be approximately 1.44% of gross monthly income.¹ It's up to the union to decide how much they charge in dues, and they also have discretion on raising dues—it's not something the University would have a say in.

Could dues or fees be required as a condition of employment?

Yes. In California, the union is allowed to negotiate a clause into the contract that states that members of the bargaining unit must pay dues or fees in order to maintain employment.

Is the University required to agree to union demands during collective bargaining or reach a contract?

No. The University is not required to agree to union demands during collective bargaining.

How long does it typically take to reach a first contract?

According to Bloomberg Law, the average time to reach a first contract is 465 days. However, there is no legal requirement that the parties ever reach a contract.

What happens to pay and benefits while bargaining is underway?

During collective bargaining, the University would not be able to make changes to pay and benefits without first negotiating with the union.

Can a strike occur during bargaining?

Yes. Unions can hold a strike during bargaining, which can be disruptive for RTPC faculty and students.

¹ Union dues amounts: <https://unitedfaculty-uaw.org/faq/>