



UAW 4121 RESEARCH STAFF

Initial Bargaining Demands

We, Research Staff unit of Research Scientists, Engineers, Coordinators, and Consultants at the University of Washington, present the following demands to ensure a fair and equitable workplace. They include, but are not limited to:

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Lucas O'Bryan
Valerie Bentivegna
Dana Wright
Devaraja Mudeppa
Alissa Cullen
Theresa Kehne
Babak Abedsaidi
Victoria Mann
Clare Pytel
Katalina Londono
Jessamy Johnson
Ashley Phillips
Alexander Leydon
Victoria BearBow
Amber Fyall
Katie Wicklander
Samantha Engster
Evelyn Huddy
Alex Goodson
Kimberly LeRoy
Lisa Niemann
Elizabeth McHuron
Bennett Diamond
Elizabeth Su
John Fowler
Klaus Lovendahl
Ulises Pina-Calderon
Niall Morin
Molly Perchlik
Samuel Hart
KeliAnne Hara-Hubbard
Karin Bauer
Grace Guenther
Stacey Wedlake
Luis Gamboa
Karin Bumbaco
Hayley Purcell
Logan Piepmeier
Eric Braen
Yan Wang
Brian Lake
Patrick Aro
Jacob Tietzort
Charles Watt
Ada de la Cruz
Luis Candela
Rachel Wood
June Rambousek
Brianna Carroll
Marlana Kohn
Sarah Trignano
Sonja Katt
David Crawford
Joe Olvera
Gracy Shaw
Brendan Kohrn
Nicky Cotta
Tess Grover
Choli Lee
Meredith Rawls
Maurice Goodman
Annie Hoang
Nora Molasky
Charles O'Leary
Bethany Stackhouse
Roshni Prabhu
Palmer Fliss
Dana Bernhardt
Deeksha Nemawarkar
Mickey Cassar
Gabriel Beuchat
Ella Kirwan
Joseph Fisher
William Gordon
Jenece Hensel
Bruce Godfrey
David Carson
Mouse Reusch
Nathan Stevens
Mary Kuhner
Perla Almonte Nucico
Garrett Ruth
Ryan Will
Curtis Promislow
Claire Levy
Fred Newman
Heather Kenning
Jared Bechtel
Lena Johnson
Sarah Larsen
Courtney Marecki
Junko Kondo
Jane Shofer
Sharon Garrett
Kyley Burkey
Meagan Tummy
Michael Ross
Wally Pagan
Delphina Walker-Phelan
Kuoting Caleb Wang
Haley Granston
Kerry Lannert
Ziyang Liu
Elizabeth Harmon
Steven Padilla
Matthew Kallander
Rachel Wold
Christine Men
Anna Fiastro
Ramya Ravichandran
Mariana Garcia Sanchez
Anna Elias-Warren

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Amanda Bard
Robin Gibson
Ryan McMahan
Evan Howard
Grace Davis
Marcus Schoenfeld
Rosita Thiessen
Mary Rosalynn De Leon
Andra Atvars
Arthur De Freitas Brandao
Barbara Wright
Deborah Nemens
Michelle Strait
Payton Smythe
Ella DeVries
Amy Lee
Kristin Braziunas
Lydias Andris
Annelise Smith
Genevieve Tauxe
Hannah Nguyen
Morgana McLaughlin
Martin Trinh
Anna Boyar
Amy Wright
Beth Martin
Patricia Kassis
Maddy Grassy
Emmi Lia
James Kashima
Ryan Allred
Jordan Opsahl
Erica Ryke
Mary Krebs
Eli Kaufman
Heidi Lee
Benjamin Haagen
Maria Partida-Aguilar
Kerry Bubb
Gina Alvino
Caitlin Mayotte
Perla Bravo
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Harley Pyles
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Emily Knaphus-Soran
Julia Velonjara
Nicola Chapman
Nicole Roullier
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Katie Hitchcock-Bernhardt
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Charles Fleming
Erin Chase
Kinsey Chapman
Lila Brisk
Marc Radke
Lori Ferro
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Christopher Billingham
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Kisna Prado
Brad Cleveland
Samantha Pollack
Varuna Ravi
Travis Philyaw
Julia Dunn
Clare McCarthy
Hannah Fenelon
Youjing Zheng
Carina Morningstar
David Messenheimer
Ben Shaver
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Lynette Wright
Kylie Corry
Daniel McCloy
Alexandra Emmanuel
Ellen Koukel
Christine Fagnant-Sperati
Adele Stefanowicz
Danielle Rodriguez
Courtney Wettemann

Support successful career paths for Research Staff

- Strengthen job security and protections to support research continuity and promote retention through bridge funding, layoff transparency, and expanded employment access
- Provide transparent paths to promotion and reclassification between all unit positions
- Establish clear and enforceable timelines for position and salary reviews
- Expand access to professional development opportunities
- Ensure pay and benefits continue to reflect the value of Research Staff's work

Maintain pay structures that keep pace with inflation and the rising cost of living

- Provide benefits that, at a minimum, reflect Washington state standards
- Streamline compensation adjustments when workload, job duties, or responsibilities change
- Establish clear and enforceable timelines to reimburse work-related expenses and minimize the use of personal funds

Invest in a more inclusive, accessible, equitable, & diverse Research Staff Community.

- Create a safe and respectful work environment through investments in equity and antiracism efforts and protections against discrimination, sexual harassment, bullying, and retaliation
- Ensure safe and timely processing of accommodations for workers with disabilities.
- Expand access to all university facilities and programs, including subsidized childcare, car and bike parking, and tuition.
- Support international workers' visa sponsorship by expedited processing, full coverage of immigration-related costs, and pay during required leave

Foster a safe, fair, and productive work environment

- Enforceable just cause protections against unfair discipline, retaliation, and dismissal through a fair grievance procedure
- Guarantee fair and transparent health and safety protections, protocols, and necessary workspace and materials, regardless of work location
- Improve transparency around remote and flexible work policy for Research Staff

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Bryan Turnbull
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Sarah Taylor
Nathan Hills
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Abby Meis
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Michael Nash
Yasmeen Otaibi
Megan Kemp
Michaela Johnson
Blanchard
Georg Schroeder
Lisa Muth
Olivia Sommers
Kelsi Penewit
Shahida Shahrir
Any Kalata
Rachel Geyer
Madison Hollcroft
Kaden McAllister
Marielle Yano
Maya Pettes
Maria Lukes
Johnny Hudson
Alexandra Lewis
Steven Woodhams
Brianna Woo
Barbara Molini
Ayushi Gupta
Katrina Nemchik
Helen Nguyen
John Tushinski
Lidya Tesema
Becca Fox
Gabriel Andres
Jasmine Wornstaff
Van Redila
Brynn Kimber
Seth Wenger
Gabriel Casselman
Gwendolin Roote
Cassidy McCarthy
Kenji Fujinaka
Fanqi Shi
Curtis Atkisson
Sanika Kulkarni
Casey Ehde
Craig Norrie
Weston Staubus
Brittney Dodson
Rebecca Nixon
Nan-Hsun Chi
Samantha Banks
Nathaniel Buck
Matthew Rogers
Craig Norrie
Rachel Ross
Varun Mehta
Han Weinrich
Molly McCormley
Florence Sullivan
Kathryn Barker
Chris Gallagher
Emmaline Seth
Phil Bohm
Ian Phelps
Sophie Storz
Ben Merz
Alex Isner
Mark Brunson
Megan Shaffer
Adrienne Lehnert
Christopher Ikeda
Anne Sustar
Bryce Bartl-Geller
J.B. Ingram
Cameron Wenman
Barb Burke
Beth Harmon
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Anjali Kumari
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Marcy Maki
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Emma Timmins-Schiffman
Katrina Forrest
Molly Unsworth
Maya Hatten-Beck
Sara Shijo
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