

Tentative Agreement Voter Guide

EECS, CS, and DATA ASEs in UAW 2865 (uaw2865.org/join) can vote on the tentative agreement from **May 16th to 22nd**. (via email from vote@simplyvoting.com). If you have not received a ballot, you may request one here: (<https://uc-uaw.jotform.com/230877007749970>)



Overview

UC Berkeley and the UAW 2865 union have reached a tentative agreement on terms and conditions for undergraduate employees in EECS and Data Science courses, following 101 days of bargaining. This tentative agreement would last until May 2025.

Summary

Staffing Positions	<ul style="list-style-type: none">● Undergraduate Reader:<ul style="list-style-type: none">○ Can only host office hours for the purpose of reviewing assignments and exams they have already graded● Undergraduate Course Staff 1 (UCS1):<ul style="list-style-type: none">○ 6-12 hours/week○ Duties: duties generally understood to be tutor/reader duties, including: grading, rendering tutoring sessions, office hours, reviewing course materials, scheduling, developing software, identifying misconduct, implementing accommodations, and proctoring○ Wages: UCS1s receive wages equivalent to the wage rate for undergraduate Group Tutors, including \$1 raises scheduled for October 1, 2023 and October 1, 2024 as per the systemwide contract● Undergraduate Course Staff 2 (UCS2):<ul style="list-style-type: none">○ 8-20 hours/week○ Duties: directing other ASEs, mentoring, training, providing feedback, addressing administrative concerns, teaching discussion/lab/review sections○ Wages: 7.5% wage increases in Oct '23 and '24 to keep up with inflation<ul style="list-style-type: none">■ Compare to 25.1% and 16.7% raises under systemwide contract■ Wages end up being ~21% lower than in the systemwide contract○ Fee remission: Scaling fee remission - 40% for 8 hours, 50% for 10 hours, 60% for 12 hours, 100% for >12 hours<ul style="list-style-type: none">■ Systemwide contract: Full fee remission for the in-state portion of tuition for any TA position
Staffing Levels	<ul style="list-style-type: none">● Ratio of staff to students: No guarantee on staffing levels to enrollment. Funds currently used towards hiring instructional staff will continue to be used for this purpose.● Ratio of TAs to Tutors: The University will appoint <u>at least 55%</u> of all ASE hours in courses offered by EECS and Data Science to <u>GSI or UCS2 positions</u>
Non-economic Issues	<ul style="list-style-type: none">● Orientations: The mandatory union orientation will be incorporated into staff meetings for EECS and Data Science courses with more than 10 ASEs● Overwork: The University will send an email notice to all ASEs stating that working beyond assigned hours does not confer an advantage in hiring● Summer 375: The University will provide a mechanism for undergraduate ASEs to meet pedagogy course requirements at no additional cost● Hiring: ASEs may assist in the review of applicants, but decisions must be made by the programs or their instructors of record

Arguments

 Yes to Tentative Agreement	<ul style="list-style-type: none">● Non-economic terms: The university and union will implement measures to prevent misclassification and overwork● Raises and fee remission: All workers will still see raises and all TAs will get some fee remission● Scaling remission: This allows for the possibility of 8, 10, or 12-hour UCS2s. These positions likely do not exist under the systemwide contract.● UCS2 + GSI ratio: This prevents the university from completely shifting staffing structures to tutors. This guarantee is fairly unprecedented.
 No to the Tentative Agreement	<ul style="list-style-type: none">● Lower wages: Hundreds less in compensation for the same work● No guarantee of more staffing: Agreeing to lower wages is not a guarantee of more staffing - the university could simply decrease the budget of the departments commensurate with the compensation cut ASEs take● No guarantee of staff hours to enrollment: The tentative agreement does not make any guarantees of staff hours to enrollment, so the university could still cut staffing even if enrollment increases● Potential decrease of TA numbers: The TA allows the university to go to a 55% UCS2/GSI hours / 45% tutor hour split -> a potential decrease of ~20% of current TA numbers