

Settlement Agreement between UAW Local 2865 and the University of California, Berkeley

March 20, 2020

Please find below a proposed settlement agreement regarding the implementation of Arbitrator Winograd's decision in UC-Berkeley local grievance BX-01-053-17, AKA the "EECS <25% uGSI appointment" case.

1. For the 2020-2021 academic year only, the University may continue to offer 20% GSI appointments for courses in EECS, as well as the data science courses that operate with a similar staffing model. The number and distribution of GSI appointments at various appointment percentages within these departments that are offered to undergraduate students shall, to the extent practical within the budget parameters that have not yet been finalized and subject to the number of graduate students interested in teaching, enrollment numbers, and individual staffing adjustments for instructional reasons, follow the staffing model used in the 2019-2020 academic year, as summarized below:

Student	Hours/week	Fall 2019 positions
Undergraduate	8	270
Undergraduate	10	10
Undergraduate	15	21
Undergraduate	20	80
Total	-	381

- a. Should there be a need before or during the Fall 2020 or Spring 2021 semesters to adjust the overall staffing model as described above in response to COVID-19, the Union and the University will meet in a timely manner to negotiate a mutual agreement regarding this new staffing model prior to its implementation.
 - b. GSI appointments for the current Spring 2020 semester below 25% may continue, and those GSIs will receive fee remission in the amount provided in Article 11 of the Collective Bargaining Agreement.
- 2) For the 2020-2021 academic year only, the University may offer 20% appointments for undergraduate GSI positions in all courses offered by the EECS department and the following data science courses that operate with the EECS staffing model:
 - CS/Stat/Data 8: Foundations of Data Science
 - CS/Stat/Data 100: Principles and Techniques for Data Science
 - Stat 88: Probability and Mathematical Statistics in Data Science
 - Stat 140: Probability for Data Science
 - CS/Stat/Data 102: Data, Inference, and Decisions
 - 3) For the 2020-2021 academic year only, the University may offer GSIs with 20% appointments hired in all courses described in (2) above a reduced partial fee remission. Such reduced partial fee remissions must be at least 29% of the value of the full partial fee remission guaranteed under the UC-UAW 2865 collective bargaining agreement.

- a. The manner of distribution of these reduced partial fee remissions will be determined at a future date upon mutual agreement of the University and the Union.
- 4) The Union and a faculty representative(s) from EECS and/or Data Science shall issue a joint communication to all students and ASEs within the affected departments to notify the continuation of the 2019-2020 staffing model with details of the partial fee remission agreed to in (3). This joint communication shall be issued electronically on or before March 27, 2020.
- 5) The Union and representatives from the University (e.g. administrators and faculty from EECS/Data Science/STATS and/or support staff), along with any other interested parties, shall work cooperatively to seek additional funding for EECS instruction. Such cooperation may include joint communications, joint legislative visits, and joint meetings with UC administrators. Forms of such cooperation may include:
- b. Joint meetings with California State legislators and the Governor's Office in Fall 2020 to advocate for funding in the 2021 state budget.
 - c. Attending joint lobby days at the State Capital in 2021.
 - d. Joint meetings with Berkeley's CBO.
 - e. Joint meetings with UCOP representatives
- 6) All elements of this settlement are agreed to on a one-time, non-precedential basis. ASEs' eligibility for a full partial fee remission shall remain unaffected by this agreement except for ASEs explicitly included in (1).
- 7) Facsimile or electronically scanned and emailed signatures on this agreement shall be deemed to have the full force and effect as original signatures.

On Behalf of the International Union, United
Automobile, Aerospace, and Agricultural
Implement Workers of America, Local 2865:

DATED March 20, 2020:


Alec Uebersohn (Mar 20, 2020)

Signature

Alec Uebersohn, Financial Secretary

Printed Name and Title

On Behalf of the University of California, Berkeley:

DATED March 20, 2020:


Eugene Whitlock (Mar 20, 2020)

Signature

Eugene Whitlock, Assistant Vice Chancellor

Printed Name and Title