

**UAW 2865**  
**Confidential Settlement Communication**  
**Revised from March 9, 2020**

April 16, 2021

Please find below a proposed settlement agreement regarding the continued 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 2021-2022 academic year only, the University may continue to offer 20% GSI and UGSI appointments for courses in EECS, as well as the statistics and data science courses that operate with a similar staffing model. The undersigned chairs will request \$660,000 in funding for the 21-22 school year to support the hiring of GSIs and UGSIs consistent with the chart below. The number and distribution of UGSI appointments at various appointment percentages within these departments 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 as summarized below:

Student	Hours/week	Fall 2019 positions	Fall 2021 positions
Undergraduate	8	270	270
Undergraduate	10	10	10
Undergraduate	15	21	21
Undergraduate	20	80	80
Total	-	381	381

- a) Should there be a need before or during the Fall 2021 or Spring 2022 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 confer.
- b) The University shall make available to the Union, in a timely manner, the number of hired UGSI positions for Fall 2021 and Spring 2022 semesters.
- c) Should there be insufficient interest in 8-hour UGSI positions during the Fall 2021 or Spring 2022 semesters, remaining funding may be utilized to provide for other course budget operational costs.

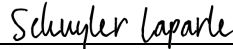
- d) GSI appointments for the current Spring 2021 semester below 25% may continue, and those GSIs will receive fee remission in the amount provided in the Agreement signed March 20th, 2020
  
- 2) For the 2021-2022 academic year only, the University may offer 20% appointments for UGSI positions in all courses offered by the EECS department and the statistics and data science courses that operate with the EECS staffing model, including, but not limited to:
  - Data C8: Foundations of Data Science
  - Data C100: Principles and Techniques for Data Science
  - Stat 88: Probability and Mathematical Statistics in Data Science
  - Data C140: Probability for Data Science
  - Data C102: Data, Inference, and Decisions
  
- 3) For the 2021-2022 academic year only, the University may offer UGSIs 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 consistent with the University's existing policies and practices.
  
- 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 introduction of the proposed 2021-2022 staffing model with details of the partial fee remission agreed to in (3). This joint communication shall be issued electronically on or before May 7, 2021.
  
- 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 instruction in the impacted departments. Representatives from the UAW and the departments shall meet at least once during the fall semester and at least once during the spring semester of academic year 2021-2022 to discuss additional funding options. Additional meetings will be scheduled by mutual agreement. In addition, representatives from the UAW and the departments shall meet at least once during the fall semester of academic year 2021-2022 to discuss additional funding options with the University's CBO.

Other forms of cooperation may include:

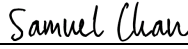
- b) Joint communications, joint legislative visits, and joint meetings with UC administrators.

- c) Joint meetings with California State legislators and the Governor's Office in Fall 2021 to advocate for funding in the 2022 state budget.
  - d) Attending joint lobby days at the State Capital in 2022.
- 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).


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

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BC9475D315904EB...  
Schuyler Laparle  
Unit Chair, UAW 2865

5/3/2021  
Date

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Samuel Chan  
Recording Secretary, UAW 2865

5/11/2021  
Date

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Sean O'Brien  
UAW 2865

5/1/2021  
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Eugene Whitlock  
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5/1/2021  
Date