

**UAW 2865
Confidential Settlement Communication
Revised from April 16, 2021**

April 13, 2022

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 courses in EECS, as well as the statistics and data science courses that operate with a similar staffing model, 8 hr/week UGSIs may continue to be hired for the duration of this agreement. For the 2022-2023 academic year only, the University may offer UGSIs with 20% appointments hired in all courses described above a reduced partial fee remission. Such reduced partial fee remissions must be at least 40% 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.
- 2) 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:

a)

Student	Hours/week	Fall 2021 positions
Undergraduate	8	297
Undergraduate	10	10
Undergraduate	15	21
Undergraduate	20	80
Total	-	408

The parties to this Agreement understand that, as of the date of this Agreement, the University does not anticipate being able to hire in the same amount as reflected in the table above due to current budget limitations.

- 3) The University and the Union shall meet at least once per semester to discuss the staffing model for the aforementioned departments. Topics may include target staffing numbers and distribution of UGSI appointments at various appointment percentages within these departments, enrollment numbers, and individual staffing adjustments for

instructional reasons. The University shall provide information on these topics and proposals for target staffing in advance of meeting.

- a) Proposals for target staffing may be made in the form of a chart resembling those provided to the union in previous years, as modeled below:

Student	Hours/week	Fall 2022 positions	Spring 2023 positions
Undergraduate	8	Anticipated # appointments	Anticipated # appointments
Undergraduate	10	Anticipated # appointments	Anticipated # appointments
Undergraduate	15	Anticipated # appointments	Anticipated # appointments
Undergraduate	20	Anticipated # appointments	Anticipated # appointments
Total	-	Anticipated # appointments	Anticipated # appointments

- b) The University shall make available to the Union, in a timely manner, the number of hired UGSI positions for Fall 2022 and Spring 2023 semesters.
- c) GSI appointments for the current Spring 2022 semester below 25% may continue, and those GSIs will receive fee remission in the amount provided in the Agreement signed April 16, 2021.
- 4) For the 2022-2023 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
 - Data C88S: Probability and Mathematical Statistics in Data Science
 - Data C140: Probability for Data Science
 - Data C102: Data, Inference, and Decisions
- 5) 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 partial fee remission agreement. This joint communication shall be issued electronically on or before May 2022.
- 6) 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. Additional meetings to the annual Spring meeting will be scheduled by mutual agreement.

Other forms of cooperation may include:

- d) Joint communications, joint legislative visits, and joint meetings with UC administrators.
 - e) Joint meetings with California State legislators and the Governor's Office in Fall 2021 to advocate for funding in the 2022 state budget.
 - f) Attending joint lobby days at the State Capital in 2022.
- 7) 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:

Samuel Chan
Recording Secretary, UAW 2865

Date

Sean O'Brien
Department Steward, UAW 2865

Date

Eugene Whitlock
Chief People & Culture Officer, UC Berkeley

Date