



## UAW LOCAL 2865

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May 1, 2013

Peter Chester  
Director of Labor Relations  
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Oakland, CA 94612  
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### RE: Initial Proposals

Transmitted via email and facsimile

Dear Mr. Chester:

This letter serves as UC Student-Worker Union UAW Local 2865's delivery of our initial proposals for our successor agreement pursuant to Article 33 of our extant agreement. Please find our initial proposals below. In addition, we propose that we hold a shared meeting to hear public comment on both the initial proposals of UC Management and of UC Student-Worker Union UAW Local 2865 on either June 10, 2013 or June 17, 2013 at UCLA at 12:00pm.

### UC Student-Worker Union UAW Local 2865 Initial Proposals

*The following are the initial demands from UC Student-Worker Union UAW Local 2865, the union that represents over 13,000 Teaching Assistants, Graduate Student Instructors, Readers and Tutors at the University of California. This set of proposals reflect our unwavering commitment to providing the best public education in the world and to making sure that our members receive the compensation and treatment they deserve for the excellent and heartfelt work that they do. The leadership of UC Student-Worker Union UAW Local 2865 endorses these demands crafted from the concerns of our members over the welfare of our students and our University. Together they reflect our commitment to rebuilding a strong and vibrant public sector in California and beyond.  
We are the University of California.*

#### **Excellence in Undergraduate and Graduate Education**

- A. Guarantee quality pedagogy by reducing the ratio of Teaching Assistants, Graduate Student Instructors, Tutors, and Readers to undergraduate students.
- B. Include student-worker participation in decisions affecting workload, quality of education, and fundamental shifts in the education and workplace environment of the UC, including but not limited to, online education, staffing, class sizes, diversity, and funding.
- C. Improve student-worker living and working conditions through wage increases, improved fee remissions, retirement, affordable housing options, job security, quality healthcare and a fair pay schedule to attract and retain the best teachers, students and researchers instead of punishing those who commit to public education by subjecting educators and students to inadequate conditions
- D. Provide better conditions and benefits for student-workers with families through policies that include affordable dependent healthcare and better access to childcare.
- E. Provide for student-worker sabbatical and improve leave of absence and in absentia policies.

#### **Democratic and Fair Workplace**

- F. Improve transparency in hiring decisions, remove barriers to continued employment, and improve job security. Eliminate formal and informal barriers and increase access to employment and the university

itself, in particular for non-residents, non-citizens, people with disabilities, working class people, and people of color.

- G. Align summer session salaries, rights, benefits and protections with those of the rest of the academic year.
- H. Recognize the collective bargaining rights of graduate student researchers.
- I. Improve ability of union to use campus facilities, eliminate processing fees, and ensure and increase time for union-education work.
- J. Improve the grievance process and contract duration.

Sincerely,

Duane Wright, UC Davis  
Jordan Scavo, UC Davis  
Caitlin Fox-Hodess, UC Berkeley  
Mike Holmes, UC Berkeley  
Michelle Glowa, UC Santa Cruz  
Joshua Brahinsky, UC Santa Cruz  
Eric Chiu, UC Merced  
Patrick Wilkinson, UC Merced  
Amanda Zeddy, UC Santa Barbara  
Rob Ackerman, UC Santa Barbara  
Jason Ball, UCLA  
Cody Trojan, UCLA  
Robert Wood, UC Irvine  
Jessica Conte, UC Irvine  
John Gust, UC Riverside  
Jason Struna, UC Riverside  
Arash Arfaee, UC San Diego  
Leslie Manjarrez, UC San Diego