

Quarterly Report – UCAFT Vice President for Grievances: Iris Ruiz  
January 14, 2024

This comprehensive quarterly report reflects the proactive steps taken to address grievance steward training, strengthen organizational connections, and foster a positive relationship with UCOP. The efforts undertaken aim to uphold the rights and interests of UCAFT members in accordance with the established CBA.

Activities Report:

1. Grievance Steward Training:

- Conducted comprehensive training sessions for grievance stewards.
- Covered key aspects of the grievance process, including intake, Step 1, and Step 2 procedures.
- Collaborated with Bill and Josh to ensure a well-rounded training program.

2. Organizational Connections and Union Solidarity:

- Co-facilitated sessions with Bill and Josh to establish links between grievance processes and organizing efforts.
- Explored strategies to build union solidarity on each UC campus by addressing local issues.
- Emphasized the interconnectedness of grievance work and its contribution to a stronger, more unified union.

3. Relationship Building with UCOP: Worked towards maintaining a productive and open relationship with UCOP.

- We are currently engaged in negotiations to reach settlements, particularly in cases with similar grievances. (Vacation caps and first-year assessments)
- In settlement discussions, we have identified and addressed problematic areas related to adherence to the UCAFT CBA contract and the transition plan.

4. Identifying Adherence Issues:

- Systematically analyzed grievances to pinpoint areas of non-compliance with the UCAFT CBA contract.

- Prioritized the need for adherence to contractual agreements to strengthen UCAFT's bargaining position.

5. Continuous Monitoring and Improvement:

- Implemented ongoing monitoring of grievance processes and settlements.
- Identified areas for improvement in the handling of grievances and adherence to the UCAFT CBA.
- Prioritized continuous improvement to enhance the effectiveness of grievance resolution mechanisms.

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