

To: UC-AFT Executive Board

From: Iris Ruiz, VP Grievances

Subject: Monthly Report for March. 2023

Date: Apr 10, 2023

Dear Executive Board Members,

I am pleased to provide you with my monthly report as the VP of Grievances. Over the past month, I have handled a total of three arbitration panels relating to work load, termination, and merit.

Workload Arbitration:

In the workload arbitration case, the union represented a group of workers for the UCLA SON APRN and Prelicensure who had filed a grievance, claiming that their workload was unreasonable and excessive over the last summer. After conducting a thorough investigation and gathering all the necessary evidence, an arbitration panel voted to pursue arbitration. The arbitrator ultimately ruled in favor of the workers and ordered the employer to reduce their workload to a reasonable level.

Merit/Transition Plan:

In transition plan merit cases, Bill and I finally reached a signed settlement. We have resolved the language discrepancies in the transition plan 8 a and c. There were several members who had been denied the 6% merit increase and given a 3% merit increase by their department/APO. After conducting a thorough investigation and gathering all the necessary evidence, we were able to convince UCOP that 8 a was to be the default scenario as opposed to 8c of the TP, and that the employer had acted in bad faith by denying the correct merit increase. As a result of the settlement we have agreed that campuses should also pay all back pay owed.

In addition to these cases, I have also been working on several other grievances related to workplace safety, discrimination, unjust termination, and harassment. I have been working closely with workers and their representatives to gather evidence, file grievances, and negotiate with UCOP and individual labor relations professionals.

It has been a busy but productive month as VP of Grievances. I will continue to work diligently to represent the interests of our members and to ensure that they are treated fairly and justly in the workplace.

Overall, being a vice president of grievances is an important and challenging role within the union. It requires a deep understanding of labor law, negotiation skills, and the ability to advocate for workers' rights. But, at the end of the day, it's all about making a difference in the lives of workers and ensuring that they are treated fairly and justly in the workplace. Thanks for listening!

If you have any questions or concerns, please don't hesitate to contact me.

Sincerely,

Iris Ruiz

VP of Grievances