

Report of the Vice President of Grievances, UC-AFT

Iris Ruiz, vp grievances@ucaft.org

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Training Program: Emily, John, Kendra, and I have started to discuss building a new steward training program that is updated with more digital resources with the intent to be more sustainable. We're talking about launching the new training program this summer. In the meantime, we are going to offer some smaller scale steward training during the month of March. Stay tuned.

Active in UAW response: As my role in the Eboard, I've been active in the UCAFT response to UCO,P which includes the Cease and Desist Letter, the Demand to Bargain Letter, the inclusion of bargaining to provide the option to exclude Fall 2022 course evaluations, and the ULP citing our HEERA rights to not engage in struck work regardless of UC's attempts to unilaterally alter the terms of U18s employment (extended calendars, various pay schemas, encouraging hasty grading mechanisms etc). We have also held special Eboard meetings to discuss communications regarding these matters to keep members informed of their rights and provide guidance throughout the UAW strike.

Arbitration panels on churning and procedural processes related to reviews: Bill and I have been holding arbitration panels on a regular basis, and it is great to see stewards get involved in them. We've had one on the transition plan regarding the 6 vs. 3 percent increase for 7/10 lecturers. We are in the process of finalizing a proposal for this issue, and it will serve as a case scenario for future steward training. There has been at least one panel that has moved forward to arbitration based upon discrimination, and it has been a challenge to pursue such cases, but we feel strongly about the circumstance of exercised retaliation due to one's ableism and race.