



COUNCIL OF
UNIVERSITY OF CALIFORNIA
FACULTY ASSOCIATIONS

1270 Farragut Circle
Davis, CA 95618
888-826-3623
<http://cucfa.org>

January 4, 2023

Letitia Silas
Executive Director, Labor Relations
UC Office of the President
1111 Franklin Street
Oakland, CA 94607

CC: President Michael V. Drake

Delivered via Email to: Letitia.Silas@ucop.edu

Dear Labor Relations Executive Director Silas,

We write collectively as representatives of UAW 2865, UC-AFT, CUCFA, and SCFA. Due to the UAW's strike over UC's unfair labor practices during contract negotiations, a significant amount of the labor required to complete Fall 2022 grade submission remains outstanding.

The workers represented by our unions and associations understand their rights and protections. Senate faculty members and lecturers have no obligation to volunteer to pick up labor struck by ASEs employed in their classes. Readers and teaching assistants in UAW 2865 enjoyed legal protections during their strike, and their appointments for the Fall Quarter terminated on December 31 at the latest while the strike was active.

Should the University require additional labor for submitting any Fall 2022 grades, it can hire readers (including those who previously served as TAs for the class) under the terms of the new contract and/or hire lecturers at a rate set by negotiation between UC-AFT and the university administration. Further, given that departments were not responsible for the strike's duration and/or resolution, we also expect this labor to be centrally funded. Finally, we ask that the administration communicate a process for accessing these funds as soon as possible so that course sponsoring agencies can hire replacement workers and instructors are not pressured to take on labor beyond their customary duties.

We are willing to meet to discuss this matter further.

Yours,

Rafael Jaime, UAW 2865 President
Katie Rodger, UC-AFT President
Constance Penley, CUCFA President
Jessica Taft, SCFA Co-Chair