

June 26, 2024

Scott Kasper
Employee Labor Relations Director
University of California, Santa Cruz

Dear Scott Kasper,

We write, collectively, as representatives of UAW 4811, UC-AFT, and SCFA to articulate our position on spring grading. Due to the UAW's strike over the University's unfair labor practices, some of the labor required to complete Spring 2024 grade submissions remains outstanding. Graduate workers went back to work in good faith after the UC was granted the Temporary Restraining Order against the strike and did not continue to withhold labor as of June 10, 2024; however, due to the workload provisions in the ASE contract, some workers were not able to complete all the labor needed to submit final grades.

We wish to inform you that workers represented by our unions understand our rights and protections. Senate faculty members and lecturers have no obligation to volunteer to pick up labor struck by ASEs employed in their classes. Senate faculty are not in service during the summer months, and ASE and lecturer contracts for Spring 2024 ended on June 18.

We appreciate the precedents and policies for handling these missing grades that were set after the 2022-2023 strike and expect that the university will follow similar protocols in this instance. To remind you of these precedents: we expect that you will re-hire teaching assistants as readers for the courses for which they were unable to complete grading under the terms of their contracts. 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 so that instructors are not subjected to pressure to take on labor beyond their customary duties, especially during the summer months.

It has come to our attention that the campus is attempting to break with precedent by stating that it plans to hire ASEs who were not previously affiliated with a course with outstanding grades, that it will only hire workers who were "not involved in the strike," and/or that it will only pay to hire lecturers rather than ASEs in order to avoid hiring workers who may have participated in a protected ULP strike. In other words, workers who are suspected of having participated in the strike are being explicitly denied employment, in some cases after having already been contacted about being hired as a reader. Whether these employees did or did not in fact participate in the strike, this change in policy very clearly constitutes hiring discrimination on the basis of union

activity. It is illegal under California labor law, and it is also a violation of Articles 8, 21, and 25 of the ASE contract, and possibly others.

Our collective position is that instructors of record are best-equipped to decide who is most qualified to complete the grading and that hiring decisions should thus be in their hands. We expect they would likely choose the ASE(s) initially hired as those most knowledgeable about the course content. Rehiring Spring 2024 ASEs would be efficacious while also ensuring grading accuracy and fairness. We predict that an insistence on only hiring new ASEs would, conversely, take up additional work-hours for both instructors of record and ASEs.

Yours,

Rebecca Gross
Unit Chair, UAW 4811 at UC Santa Cruz

Emily Sinclair
Unit 18 Co-Chair, UC-AFT, Santa Cruz Chapter

Jessica Taft and Kim Lau
Co-chairs, Santa Cruz Faculty Association

cc:
EVC Lori Kletzer
Grace McClintock
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