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Academic Labor Contracts at UCSC

September 21, 2015

Jennifer Schiffner
Employee & Labor Relations
Unionized Academics

- Academic Student Employees (BX) – June 30, 2018
- Postdoctoral Scholars (PX) – September 30, 2015
- Non-Senate Faculty (IX) – October 31, 2015
- Library (LX) - September 30, 2018
- Santa Cruz Faculty Association* (A7) – Status Quo
From C to Shining C

- Communicate
- Contract
- Contact
Academic Student Employees

- Contract cover readers, tutors, TAs, Teaching Fellows, and Associate Ins
- Workload Maximum:
  - 50% Appointment: 220 hours/quarter
  - Less than 50% Appointment: 40 hours/week; 8 hours/day
  - Exception: Instructors of Record (GSIs)
- Paid for all *assigned work*
  - Readers and Tutors – even if no-shows
- Set expectations early
- Regular feedback + communication
# Academic Student Employees

- **Workload Grievances – Expedited Process**

<table>
<thead>
<tr>
<th>Usual Grievance Process</th>
<th>Expedited Grievance Process</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 1 (informal/optional)</td>
<td>Step 1 (formal/mandatory)</td>
</tr>
<tr>
<td>Step 2 (first formal campus step)</td>
<td>Grievance filed w/ Grad Dean - 3 days</td>
</tr>
<tr>
<td>Step 3 (UCOP labor relations)</td>
<td>Arbitration – within 14 days</td>
</tr>
<tr>
<td>Arbitration</td>
<td></td>
</tr>
</tbody>
</table>

- ASE can trigger expedited process by communicating that s/he *perceives* s/he will exceed workload maximum with faculty supervisor/instructor of record/Department Chair as appropriate

- Contact Labor Relations
## Compare/Contrast – Expedited v. Normal Grievance Process

<table>
<thead>
<tr>
<th>Group</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Arbitration</th>
</tr>
</thead>
<tbody>
<tr>
<td>TAs, Readers, and Tutors in PBSci and BSOE</td>
<td>Faculty Supervisor (Informal/Optional)</td>
<td>Department Chair</td>
<td>Divisional Dean</td>
<td>Arbitration</td>
</tr>
<tr>
<td>TAs, Readers, and Tutors in Arts, Humanities, and SocSci</td>
<td>Faculty Supervisor (Informal/Optional)</td>
<td>Divisional Dean</td>
<td>Campus Provost/EVC</td>
<td>Arbitration</td>
</tr>
<tr>
<td>Associates In and Teaching Fellows</td>
<td>Department Chair/College Provost (Informal/Optional)</td>
<td>Divisional Dean</td>
<td>Campus Provost/EVC</td>
<td>Arbitration</td>
</tr>
<tr>
<td>Tutors in Learning Support Services (LSS)</td>
<td>Supervisor (Informal/Optional)</td>
<td>LSS Director</td>
<td>Campus Provost/EVC</td>
<td>Arbitration</td>
</tr>
</tbody>
</table>
# Other Academic Grievances

<table>
<thead>
<tr>
<th>Bargaining Unit</th>
<th>Informal</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Final Appeal</th>
</tr>
</thead>
<tbody>
<tr>
<td>IX Non-Senate Faculty</td>
<td>Department Chair, College Provost, or Divisional Dean</td>
<td>Divisional Dean</td>
<td>Campus Provost/EVC</td>
<td>UCOP Labor Relations</td>
<td>Arbitration</td>
</tr>
<tr>
<td>LX Librarians</td>
<td>Department Supervisor</td>
<td>University Librarian</td>
<td>Campus Provost/EVC</td>
<td>UCOP Labor Relations</td>
<td>Arbitration</td>
</tr>
<tr>
<td>PX Post-Docs</td>
<td>Faculty Supervisor</td>
<td>Divisional Dean</td>
<td>Campus Provost/EVC</td>
<td>UCOP Labor Relations</td>
<td>Arbitration</td>
</tr>
</tbody>
</table>
Academic Supervisor Check List

- **Do** know the relevant obligations under the labor contract for your represented employee(s)
- **Do** contact Labor Relations if a union representative contacts you or enters the workplace for a union meeting without prior authorization
- **Do** contact Labor Relations if you are considering disciplinary action against your represented employee(s)
- **Don’t** talk about any union issues with your represented employee(s)
- **Don’t** talk about the effects of any union actions with your employee(s)
- **Don’t** talk to a union representative about union or labor issues without Labor Relations present
Resources

What does location have to do with it?
Inspiration UCSC
Your new career is ready.

Administrative Excellence:
- Job Openings at UCSC
- Job Seeker Toolkit
- Americans with Disabilities Act
- UCSC is an Equal Opportunity Employer
- Required Labor Law Notices

- Employee Toolkit
- CruzPay
- Monthly Working Hours
- Biweekly Pay Conversion
- Office of Physical Ed Recreation & Sports
- Employee Wellness
- Diversity and Inclusion
- Training and Development

- Supervisor Toolkit
- ASE (Academic Student Employee) Toolkit
- Training and Development
- Employee & Labor Relations
- Recruiting
- Compensation/Classification
- Personnel Policies & Union Contracts

www.shr.ucsc.edu

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Resources/Contacts

- Labor Relations - [http://shr.ucsc.edu/elr/index.html](http://shr.ucsc.edu/elr/index.html)
- The Union Contracts - [http://ucnet.universityofcalifornia.edu/labor/bargaining-units/index.html](http://ucnet.universityofcalifornia.edu/labor/bargaining-units/index.html)
- Academic Personnel Office - [http://apo.ucsc.edu](http://apo.ucsc.edu)

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Questions?