Sign on at the bottom of the letter.

LBFO Main Points:

- Fee remissions at cost parity across positions. 8-hour UCS2s and UCS3s will receive 40% fee remission (as it is in the status quo). 10 and 12-hour UCS2s will receive 50 and 60% fee remission respectively. 20-hour UCS3s will remain at 100% fee remission.
- Wage increases significantly below what is guaranteed in the contract (7.5% raises in October 2023 and 2024, as opposed to 25.1% in October 2023 and 16.7% in October 2024). These raises are meant to ensure that ASE wages at least keep up with inflation.
- Guaranteed staffing increases of 15% per enrollment, including a guaranteed 15% increase in TAs per enrollment. In the event that the University's budget is cut significantly, the University may request to meet and confer with ASEs over changes to the agreement.
- This represents a $~~3.3~~ 4 Million savings for the department at equivalent staffing levels compared to the current contract (Source)
- Read the LBFO here: EECS Side Letter 2023 - UAW Supposal LBFO

To the university bargaining team:

We are student-workers from a wide swath of the largest courses in EECS and DSUS. We teach the discussion sections, tutor the students, write the exams, and do just about everything it takes to run a course for students. Today, our elected representatives are providing you with a proposal that is the bare minimum required to guarantee an increase in instructional quality in the departments. It is the last, best, and final offer.

We are taking the unprecedented move to support taking wages and fee remissions that are lower than what are guaranteed to us in the contract the university already agreed to. By October 2024, the wages of an undergraduate student worker teaching a discussion section would be more than 20% lower than a graduate student on the same campus doing the same work. Additionally, 8-hour UCS2s would receive remissions 60% lower than the full fee remissions that workers in the state have fought for for decades, with 10- and 12-hour UCS2s receiving fee remission on a linear scale to achieve cost parity, as this was one of your stated objections to our previous proposals.

In exchange for this movement, there must be *binding* staffing increases of 15% over enrollment within the departments to address long office hours wait times, overcrowded classrooms, and overworked staff members. We recognize the university's hesitancy to make such a guarantee, which is why the proposal language grants the university the right to "meet and confer" with the union in the event of a significant and consequential reduction in the University's ability to fund instruction.

All these measures represent $3.3 million in annual cost savings to the department compared to equivalent staffing levels under our current union contract. Never before in the history of our

union have workers agreed to give up so much of their hard-won rights. But our students are suffering, and if this is what it takes to bring them relief, we are willing to do it.

We want to reiterate that this is the final offer. Any more movement on staffing would jeopardize the education of our students. Any more movement on wages and benefits would leave student workers in EECS/DS in conditions *worse* than at the beginning of last year's strike.

If the university does not accept this deal, we will retain all of the rights guaranteed to us under our union contract — the same as every other worker in the University of California.

In the event that the university attempts to implement an instructional model of extreme austerity, rest assured that student workers will file grievances over **every** instance of overwork, misclassification, and wage theft in the departments. The last time we did this at a significant scale — when the university attempted to deny 8-hour TAs fee remission — central campus administration had to shell out over $9 million of extra funding for EECS/DS ASEs, all because the University refused to settle for a similarly generous compromise at the time. If our rights are violated and our students suffer because of it, which would certainly happen in the world of the “no deal” scenarios outlined to us, we can and will force campus administrators to fund instruction by any and all means legally available to us.

Best,

(comment your name and title below)
Gabe Classon, CS 61A uGSI
Dahlia Saba, EECS 16A uGSI
Jalen Gooch, CS 10 uGSI
Alex Schedel, CS 61B GSI
Laksith Prabu, CS 61B uGSI
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Emily Su, CS 61B uGSI
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Christina Yao, CS 61A Tutor
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