

Post-strike work group final reports

Following the conclusion of the 2022 UAW contract negotiations, the campus established several workgroups to begin the process of rebuilding and managing post-strike recovery efforts. The workgroups included: financial planning, academic/instructional planning, faculty experience and campus climate and healing. Below is a summary of their work.

Campus climate

The Campus Climate and Healing group was charged with supporting employees, faculty, and students with rebuilding connections and community and understanding the impacts of the strike. The group, composed of faculty, staff, and students, identified key issues that emerged during and after the strike and determined what resources would be needed to move forward. The following was accomplished:

- Hosted a one-hour information session on March 14 via Zoom for various academic managers, chairs, and others to provide tools and resources for facilitating group conversations regarding campus climate.
- The Graduate Division, in collaboration with the Restorative Justice Center, Student Ombuds Office, and Division of Equity and Inclusion, held a two-hour in-person Restorative Justice workshop on March 21, for faculty and staff who work with graduate students. Topics included: Strategies for building community agreements for mutual accountability, finding pathways for collaboration in response to student demands, facilitating conversations with graduate students, developing healthy departmental climates.
- The Graduate Division provided the Restorative Justice Center with additional resources to ensure their ability to work closely with departments to address their specific needs.

Academic & instructional Planning

This group was charged with resolving grading issues from fall semester, re-engaging with GSIs and undergraduate GSIs, and identifying instructional issues that emerged post-strike and/or underlying systemic instruction concerns. The following was accomplished:

- Grading completed: The Office of the Registrar, with support from the Vice Provost for Undergraduate Education, reported that Fall 2022 grading was 100% completed by the end of March 2023.
- Expanded use of the Center for Teaching and Learning: Recommendations presented to the CTL focused on CTL increasing regular engagement with faculty, creating easily deployable templates for infusing new instructional techniques into courses as deemed appropriate by the instructor, and providing incentives for faculty to use CTL. Moving forward, the CTL is in the process of implementing the aforementioned recommendations and promoting support for inclusive instructional practices to instructors.
- Communicated critical deadlines and other issues: Through the Academic Senate, its Committee on Courses and Instruction (COCI) distributed key messaging about upcoming course submission deadlines and issued instructions that supported course management.

Faculty experience & relations group

The Faculty Experience and Relations workgroup was charged with identifying and addressing Senate faculty needs relating to rebuilding research programs that have been affected by the strike. This included addressing issues of faculty morale, research, and research time that could affect advancement and retention; managing communications and relationships with federal agencies; liaising with financial work group on issues that affect PIs; and providing guidance and support to faculty in understanding and enacting the new contracts.

In early January 2023, the group polled chairs and deans on the main challenges related to the strike and pandemic that units were facing, especially related to faculty research and rebuilding community.

The workgroup accomplished the following:

- Collaboration with the Academic Senate and campus leadership to increase communication to faculty regarding campus plans for addressing issues stemming from the strike and new contracts.
- Collaboration with campus leaders to establish a \$5 million dollar fund to:
 - Provide principal investigators with emergency funding for unplanned increases in GSR, postdoc and academic researcher salaries during the transition to higher salary rates.

- Provide resources for addressing faculty research time lost during the strike, catalyzing new funding opportunities and rebuilding intellectual communities (Spark grant program).
- Provision of additional support to chairs and associate deans through a bimonthly office hour to assist with answering urgent contract-related questions and identifying issues that still need to be addressed.
- Identification of a wide range of ways to address faculty research needs and provide support for PIs related to UAW contract execution.

Moving forward, the Faculty Experience workgroup will consider how to best provide support to units who are trying to rebuild community, including allocation of funds for this purpose.

Financial planning

The financial planning workgroup's charge included financial modeling, UAW contract implementation and training on the new UAW agreements and contract billing, and payroll recovery. This workgroup was broken into the three distinct teams and projects listed below.

Contract billing and payroll recovery

The Contract Billing and Payroll Recovery workgroup was responsible for distributing and processing attestation forms, developing recommendations and procedures for grant billing and effort reporting for the grant period, and identifying potential impacts related to fee remission. The workgroup had four sub-workgroups.

Its attestation team was responsible for implementing the UCOP-designed attestation process for UAW employees who withheld labor during the November and December strike period. The process stipulated that UAW employees who withheld labor during the strike period submit attestation forms so an overpayment could be processed.

The contract billing workgroup was charged with designing and implementing a process that ensures the university can accurately bill sponsoring agencies for contracts and grants-funded UAW employees who withheld labor during the November and December strike period.

The fee remission team was charged with identifying changes in fee remission eligibility for UAW employees who withheld labor during the strike period and determining any required action. While the UCPath pay guidance stated that employees who withheld labor are responsible for returning the portion of pay associated with the amount of labor they

withheld, the fee remission benefit expense was not to be impacted. In other words, employees who received the fee remission benefit in the fall would not have to pay it back, even if there was a change to their fee remission eligibility status. This translated to a total of \$196K that had to be removed from contracts and grants. After presenting the analysis to the leadership team, the EVCP decided to cover that amount using the \$5M emergency relief fund.

The effort reporting workgroup was tasked with ensuring that effort related to the UAW strike period on contracts and grants is accurately reported in the Effort Reporting System. It was decided to postpone the effort reporting certification process until after UCPath has processed overpayments for UAW employees who withheld labor during the strike period.

Financial modeling workgroup

The Financial Modeling workgroup was tasked with developing a model that projects the financial impact of the new UAW agreements and provides the campus with a robust planning tool that projects costs at the institutional, divisional, departmental, and Principal Investigator (PI) levels.

The assumptions team established the assumptions for model development and calculations. The data pull team was responsible for identifying the data and sources of data needed for the analysis. The compensation team (top-ups, base pay, and fee remissions) was responsible for examining compensation-related expenses for the applicable employee population affected and agreeing on a methodology to pull complete and accurate data. The funding sources team identified funding sources (e.g., divisional and departmental reserves) available to help cover additional costs.

Contract implementation and UAW training

This team focused on developing and delivering training for faculty (including Principal Investigators), department managers, academic personnel analysts, Berkeley Regional Service partners, and others supervising UAW workers on the new and updated contract. This group was also responsible for ensuring the accuracy of new data input into UCPath, including confirming and validating changes made in UCPath to job codes, salary point placements, and rates. In addition, the team established weekly one-on-one office hours hosted by Employee & Labor Relations.