

[The following is an email from Chris Tilly, chair of Urban Planning in the Luskin School of Public Affairs at UCLA, to faculty in Urban Planning.]

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Date: December 21, 2022 at 4:33:35 PM PST
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Subject: [upsenatefaculty] Please read, especially if you employ a GSR--Sharing what we know from the tentative UAW agreement: VERY significant cost implications

Hi faculty colleagues (including Greg and Steve) and key staff, Danielle and I just attended a meeting convened by Gary Segura, in which he and Rowena (Luskin CFO) went over the cost implications of the proposed agreement. I don't imagine this is what any of you particularly wants to be thinking about right now, plus the tentative agreements only go into effect if accepted by majorities of the two units (ASEs [=TAs] and GSRs). But I wanted to share this because assuming that the final settlement will be at least these generous, there are large cost implications.

One more caveat: The UC leadership has not yet circulated detailed information on the tentative agreement—the most detailed thing I have seen is [this fairly sketchy press release](#). Therefore what is attached and discussed here is PDF fact sheets from the UAW (one for each bargaining unit, ASE/TA and GSR) plus an XLS analysis by Rowena and her staff that estimates total costs of the ASE/TA tentative agreement by unit within Luskin over time. I would assume the info from the UAW is accurate, plus I expect that communications from UC/UCLA will be coming soon.

So, several main points.

- 1 **These are very costly agreements.**
 - a The GSR agreement reduces the number of GSR steps and compresses differences, so it's hard to do apples-to-apples comparisons across all steps, but a Step 1 GSR gets an 82% total (compounded) increase as of AY 24-25.
 - b The ASE/TA agreement has separate provisions for UCLA, Berkeley, and UCSF. The proposed UCLA scale provides an 80% compounded increase as of AY 24-25.
- 2 **The increases will be starting quickly, especially for GSRs.**
 - a A GSR 1 receives a 39% increase **as of 4/1/23**.
 - b For ASEs/TAs the increases start slower, 7.5% as of 4/1/23, but as of next fall the compounded increase will be 39%.
- 3 **With the exception of TAs in the BA in Public Affairs (for which Luskin will be paying the cost), there will be no assistance in paying these costs from levels of the university above the departmental level.**
 - a Centers/PIs are responsible for covering the increased costs of GSRs.
 - b Departments are responsible for covering the increased costs of TAs for their own courses.
 - c Centers and departments may also face taxes or decreases in assistance from the Luskin level so that Luskin can cover the cost of TAs in the undergrad program, which is by far the largest chunk of TAs.
 - d All of this is on top of funding cuts, starting at 1% of Luskin's total baseline budget next year, and ending up at a cut of 4% from the baseline budget four years hence.
- 4 **Any commitments already given to hire TAs or GSRs must be honored.**
- 5 **There are a variety of possible factors that may end up offering relief—the implementation of the new budget model, increases in state funding, etc. But we cannot count on these until they actually happen**, and most certainly cannot count on them in terms of paying for TAs and GSRs this Spring.
- 6 This agreement or one like it will have many implications for us. **One fairly immediate implication is that we are not allowed to include undergrad TA'ing opportunities in admissions packages** until there is an agreement in hand, an accounting of TA costs, and Dean/Undergrad Program decisions about number and allocation of TAs across departments.

Assuming this agreement or something like it is adopted, our underpaid grad workers will definitely be better paid. But as administrators, faculty, and staff, we will have some complex problems to solve.

I expect to be communicating with all of you quite a bit more about all this, along with Robin and other staff...but I hope not until after the holidays. Enjoy your break!