



University Council-American Federation of Teachers
Representing Faculty, Librarians & Academic Researchers of the University of California

Athena Buenconsejo
Associate Director, Labor Relations
University of California

February 9, 2015

Re: UC-AFT Successor Proposals; Bargaining Team Members

Dear Athena,

Attached please find UC-AFT's objectives for the 2015 successor MOU bargaining. They are laid out schematically and describe general interests that we feel can be addressed through negotiations. We look forward to collaborating with the University to make mutually beneficial improvements to our collective bargaining agreement. We reserve the right to address new areas of concerns and develop new proposals as the negotiations proceed.

The UC-AFT bargaining team currently has the following members:

Benjamin Harder, Chief Negotiator, UC Riverside
Bob Samuels, UC-AFT President, UC Santa Barbara
Jon Lang, Grievance Steward, UC Berkeley
Annapurna Pandey, Grievance Steward, UC Santa Cruz
Brigitte Baldi, UC Irvine
Leah Kaminski, UC Irvine
Bill Corman, Associate Director for Legal Affairs, UC-AFT

We reserve the right to add bargaining team members as negotiations proceed.

We anticipate a productive, open bargaining process, and are happy to meet with the University of California on the 3rd and 4th of March, 2015 to begin successor negotiations.

Sincerely,

Benjamin Harder
Chief Negotiator, UC-AFT

UC-AFT wishes to open:	For these reasons:
1—Recognition:	We may want to add some title codes—at least non-represented non-student readers and non-student tutors, but possibly also adjuncts, professors in residence, professors of practice, lectures miscellaneous, and maybe academic coordinators, academic advisors, and learning skills counselors.
2—Academic Freedom:	We may want to add specific language defining the scope of academic freedom.
4—Non-Discrimination	We want to update the language, extend filing timelines, and remove limitations to the union grievance process.
5—Description of Unit Titles	We want to update the arbitrability language and improve the process for contested unit definitions. We may want to more clearly define the work of the Unit.
6—Academic Year Appointments	We want to clarify the guidelines of annual appointments.
7a—NSF Appointments	We want to reduce the length of time required to achieve continuing status; clarify guidelines for UC job postings, the hiring process and rehiring process; strengthen the language prohibiting churning; and improve letters of appointment.
7b—Process of Initial Continuing Appointments	We want to clarify the process of establishing need and notice of the needs assessment; reduce the time before the excellence review; establish timely notice of the review and the review criteria; and modify the review criteria.
7c—Continuing Appointments	We want to streamline the process of setting the initial appointment percentage and enhance continuing appointees’ rights to percentage augmentation.

8—Instructional Support	We want to improve office space and equipment, especially computing equipment; increase visibility on campus through physical and virtual directories; and increase Lecturer access to PI status.
9—Professional Concerns	We want to facilitate Lecturer involvement in committees, increase Professional Development funding, and replace the intellectual property waiver with better language.
11—Benefits	We want to ensure that all Lecturers receive Social Security; create equitable service credit accrual for those on 9- and 10-month pay schedules; and provide stipends for those without health insurance.
17—Layoff	We want to improve notice when a reduction in time results in a loss of benefits and clarify language about academic judgment.
21—Salary	We want to increase wages to be on par with CSU wages for Lecturers with terminal degrees and to make our salaries consistent with the wage gains seen in GSE compensation.
22—Merit Review Process	We want to improve the language governing the merit review process.
23—Summer Session	We want to increase summer session compensation and clarify workload rules.
24—Instructional Workload	We want to provide Lecturers the opportunity to bank release time to be used for course relief in later academic years, and to clarify that eight normal courses in an academic year constitutes full-time employment for Lecturers teaching writing courses and language acquisition courses.
25—Union Rights	We want to achieve increased access to facilities for Lecturers and union staff.

26—Release Time	We want the UC to institute paid release time for the UC-AFT President, Unit 18 negotiators, and grievance stewards.
27—Payroll Deductions	We may want to change the disenrollment and perhaps the enrollment procedures to provide more timely information to the Union.
32—Grievance Procedures	We want to clarify language about academic judgment.
33—Arbitration	We want to clarify language about academic judgment.
34—Immigration Reform	We want to clarify that immigration statutes are neither grounds for precluding access to continuing appointments nor justification for denying benefits to annual appointees.
35—No Strike/No Lockout	We want to make this language less sweeping and absolute.
36—Past Practice	We want to delete this article.
37—Waiver	We want to delete this article, or radically alter the sweeping scope of the language.
40—Duration	We want to achieve a durable agreement.
42—Online Education	We want to improve intellectual property protections; provide meaningful workload guidelines for online classes; require campus residency; and institute sufficient campus support for online education including training, equipment, and technical support.