



University Council-American Federation of Teachers
Representing Lecturers and Librarians of the University of California

308 Bridge Place
West Sacramento CA 95691

April 1, 2018

Mr. Anthony DiGrazia
Associate Director – Labor Relations
Office of the President
300 Lakeside Drive, 10th Floor
Oakland, CA 94612-3550

RE: University Council – American Federation of Teachers 2018 Successor Proposals

Dear Tony:

Attached are UC-AFT's 2018 initial Successor Proposals. Per agreement by the parties, the UC-AFT initial proposals listed in the attached chart are in conceptual format rather than express contract language. Presenting them in this conceptual format reflects our expectation that the UC-AFT will work with the University to create a collaborative and respectful environment that meets both our needs and reflects what we hope is a shared value, that our librarians thrive and that in thriving, the University's libraries will thrive.

Sincerely,

A handwritten signature in black ink, appearing to read 'Axel E. Borg'.

Axel E. Borg
Chief Negotiator, Unit 17, UC-AFT

cc: Unit 17 Bargaining Team
UC-AFT President Mia McIver

University Council-AFT, Unit 17 MOU**Proposals for Successor Agreement - page 1**

Article	Synopsis	Rationale
1. Recognition	Clearer statement of academic standing of librarians; clarify language for bargaining unit work	Address questions that have arisen under current contract regarding nature of existing academic/professional status
2. Nondiscrimination	Add procedure for handling discrimination/harassment claims	Update to align with language in Unit 18 MOU
3. Professional Activities and Development	Adjust professional development funding and clarify procedures for allocation	Ensure adequate funding for professional development and clarify allocation and use
4. Terms of Service for Appointment, Merit Increase, Promotion, and Career Status	current contract language (CCL)	
5. Personnel Review Procedures	Clarify and update procedures	Address issues that have arisen under current contract regarding merit review process
6. Personnel Files	CCL	
7. Assignments, Transfers and Reassignments	Adjust procedures for addressing issues about work assignments	Address issues that have arisen due to library reorganizations and other trends that have necessitated adjustments to work assignment
8. Layoffs	Clarify determination of layoff units	Update in light of library reorganizations and address question regarding layoffs on campuses that include unit members in Affiliated Libraries
9. Health and Safety	CCL	
10. UC-AFT Rights	Incorporate new employee orientation procedures	Update to conform to AB 119 (2017)
11. Release Time	Specify release time for Chief Negotiator and for campus representation based on local bargaining unit size	Ensure adequate representation of librarians and participation by all campuses
12. Dues Deductions	Address issues anticipated to arise from <i>Janus</i> decision	Update
13. Salary	Address issues in current salary scale, including pay parity, compression, and salary point overlaps	Ensure University can continue to recruit and retain academic librarians with compensation competitive with other California public institutions and peer universities

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14. University Benefits	Extend eligibility for existing benefits currently offered to Academic Senate faculty	Ensure University can continue to recruit and retain academic librarians with competitive benefits
15. Tuition/Fee Waiver	CCL	
16. Per Diem	CCL	
17. Management Rights	Clarify the role of LAUC and LAUC local divisions	Create language that is consistent with both systemwide and local procedures
18. Temporary Assignments	Adjust procedures for addressing issues about temporary assignments	Address issues that have arisen due to library reorganizations and other trends
19. Leaves of Absence	CCL	
20. Sick Leave	Clarify uses of and procedures for sick leave in relation to other types of leave	Make consistent with professional/academic, exempt employee status
21. Vacation	Clarify work arrangements during holiday closures; create procedures for exceptions to vacation accumulation maximum	Make consistent with professional/academic, exempt employee status; provide procedures for existing exception for accrual
22. Holidays	Eliminate existing inconsistent language; clarify responsibilities during holiday closures that include non-holiday days	Make consistent with professional/academic, exempt employee status
23. Corrective Action and Dismissal	CCL	
24. Grievance Procedure	Clarify steps in grievance process	Eliminate problems that have arisen for both labor and management due to lack of clear procedures for grievances at a number of campuses.
25. Arbitration	CCL	
26. Alternative Dispute Resolution Process	CCL	
27. Concerted Activities	Address issues anticipated to arise from <i>Janus</i> decision	Update
28. Severability	CCL	
29. Waiver	CCL	
30. Reasonable Accommodation	CCL	
31. Medical Separation	CCL	
32. Flexible Work Arrangements	Clarify telecommuting and flexible work arrangements	Make consistent with professional/academic, exempt employee status

University Council-AFT, Unit 17 MOU**Proposals for Successor Agreement - page 3**

33. Duration of Agreement	Multi-year contract	
34. Special Retirement Benefits	CCL	
Proposed new article - Academic Freedom	Clarify rights regarding academic freedom, copyright ownership	Make consistent with sections of APM on academic freedom and UC policy on copyright ownership
Proposed new article - Sabbatical	Make librarians eligible for sabbatical	Make consistent with professional/academic status
Appendix D	Allow use of accrued sick leave when using Family Medical Leave as Parental Leave	Update