



September 1, 2023

E. Kevin Young, Esq.  
Associate Director – Chief Negotiator  
Systemwide Labor Relations  
Office of the President

RE: UC-AFT 2023 Successor Proposals

Dear Kevin,

Attached are UC-AFT's 2023 initial Successor Proposals. Per agreement by the parties, the preliminary UC-AFT initial proposals listed in the attached document share conceptual rather than express contract language. UC-AFT reserves the right to modify, amend, substitute or withdraw any or all of these proposals depending on the course of bargaining. Additionally, UC-AFT reserves the right to submit additional proposals or possibly, to propose to open additional articles of the contract, as negotiations progress.

We look forward to working with the University to negotiate a new contract in a collaborative and respectful manner that meets all of our needs and reflects our shared values, and ensure that the University's libraries will thrive in supporting the teaching and research mission of UC.

Kendra K. Levine  
Chief Negotiator, Unit 17, UC-AFT

cc: Unit 17 Bargaining Team  
UC-AFT President Katie Rodger



## Articles To Open

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 language regarding the nature of existing academic status.
2. Nondiscrimination	Align non-discrimination and anti-harassment language with Universitywide policy.	Update to reflect forms of workplace harassment and bullying covered in Universitywide policy.
3. Professional Activities and Development	Adjust professional development funding and clarify procedures for allocation.	Ensure adequate, equitable funding for professional development, and clarify allocation methods. Enable librarians to serve as PIs for research projects.
4. Terms of Service for Appointment...	Academic judgment in matters of librarian service.	Eliminating contradictory language within the contract, clarification of criteria.
6. Personnel Files	Technical corrections and clarification for personnel actions.	Technical corrections and clarification.
7. Assignments, Transfers and Reassignments	Adjust procedures for addressing issues about work assignments.	Address issues that exist due to library staffing and other trends that have necessitated adjustments to work assignments.
9. Health and Safety	Health and Safety during Campus Closures (wildfires, storms, pandemics, etc.).	Need for clearer language regarding health and safety issues related to the increase in campus closures (wildfires and COVID).
11. Release Time	Specify release time for Chief Negotiator and campus representation based on local bargaining unit size.	Ensure adequate and equitable participation of librarians systemwide.
13. Salary	Address librarian compensation and issues on the salary scale.	Range adjustment and other salary scale revisions to improve University's ability to recruit and retain professionals under current market conditions.
14. University Benefits	Extend eligibility for existing benefits currently offered to other academic faculty.	Ensure University can recruit and retain academic librarians with competitive benefits.
18. Temporary Assignments	Clarify if temporary appointees are eligible for service credit; clarify the limit on length of appointment.	Align Universitywide practices as to service credits accrued during temporary appointments and provide clarity as to the length of appointments supported by

		external funding.
21. Vacation	Alternative arrangements.	Librarians may work during building closures, as proven during the pandemic and in subsequent years of practice.
22. Holidays	Floating Holidays.	Align with Universitywide inclusion and equity mission; to be more inclusive and be consistent with academic, exempt employee status.
24. Grievance Procedure	Technical clarification regarding timelines.	Eliminate problems due to vague timelines.
27. Concerted Activities	Address potential passage of AB504 or other similar California legislation	Update to reflect changes in state law
29. Waiver	Clarity of roles and responsibilities.	Eliminate confusion between the responsibilities of UC-AFT and LAUC
32. Flexible Work Arrangements	Strengthen language regarding FWA.	Make consistent with current practice and policy at many campuses.
33. Duration of Agreement	Multi-year contract.	Update.
New Article	Make librarians eligible for sabbatical.	Make consistent with academic status to perform research.
New Article	Clarification of APM and its application to Librarians in regards to Academic Freedom	Align Librarians' academic freedom with Senate Faculty

## ***UC-AFT Negotiation Team***

Bay Area	I-Wei Wang
Bay Area	Kendra K. Levine
Bay Area	Tim Vollmer
Davis	Jared Campbell
Irvine	Mitchell Brown
Merced	Jerrold Shiroma
Riverside	Carla Arbagey
San Diego	Jenny Reiswig
San Diego	Laurel McPhee
San Diego	Tori Maches
Santa Barbara	Kristen Labonte
Santa Cruz	Alix Norton
Santa Cruz	Jess Waggoner
Santa Cruz	Tamara Pilko
UCLA	Joy Holland
UCLA	Rachel Green
UCLA	Xaviera Flores