

**ARTICLE 1
RECOGNITION**

- A.** The University recognizes the University Council - American Federation of Teachers as the exclusive representative for matters within the scope of representation for all employees within the PERB-certified Non-Senate Instructional Unit (SF-HR-18 and SF-UM-371-H), as amended, at the University of California, excluding employees designated as managerial, supervisory, or confidential.
- B.** The unit includes all titles listed in this Section. The term “NSF” used throughout this contract applies to instructional faculty and non-faculty employees in the bargaining unit in any of the following titles and title codes:

| Title Code | Title Name |
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| 1550 | Lecturer in Summer Session |
| 1600 | Senior Lecturer - Potential Security of Employment - Academic Year – Part Time |
| 1602 | Senior Lecturer - Potential Security of Employment Academic Year 1/9 payment – Part Time |
| 1605 | Lecturer - Potential Security of Employment - Academic Year – Part Time |
| 1606 | Lecturer - Potential Security of Employment - Academic Year 1/9 payment – Part Time |
| 1610 | Senior Lecturer - Potential Security of Employment - Fiscal Year – Part Time |
| 1615 | Lecturer - Potential Security of Employment - Fiscal Year – Part Time |
| 1630 | Lecturer - Academic Year |
| 1631 | Lecturer - Academic Year – Continuing Appointment |
| 1632 | Lecturer - Academic Year 1/9 payment |
| 1633 | Lecturer - Academic Year 1/9 – Continuing Appointment |
| 1634 | Lecturer - Fiscal Year |
| 1635 | Lecturer - Fiscal Year – Continuing Appointment |
| 1636 | Lecturer – Academic Year 1/10 payment |
| 1637 | Lecturer – Academic Year 1/10 payment – Continuing Appointment |
| 1640 | Senior Lecturer - Academic Year |
| 1641 | Senior Lecturer - Academic Year – Continuing Appointment |
| 1642 | Senior Lecturer - Academic Year 1/9 payment |
| 1643 | Senior Lecturer - Academic Year - 1/9th Continuing Appointment |
| 1644 | Senior Lecturer - Fiscal Year |
| 1645 | Senior Lecturer - Fiscal Year – Continuing Appointment |
| 1646 | Senior Lecturer – Academic Year 1/10 payment |

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| 1647 | Senior Lecturer – Academic Year 1/10 payment – Continuing Appointment |
| 1652 | Lecturer Continuing Appointment – Temporary Augmentation |
| 1653 | Lecturer Continuing Appointment – Temporary Augmentation – Academic Year 1/9 payment |
| 1654 | Continuing Appointment – Temporary Augmentation 1/10 payment |
| 2210 | Demonstration Teacher |
| 2211 | Demonstration Teacher – Continuing Appointment |
| 2220 | Supervisor of Teacher Education – Academic Year |
| 2221 | Supervisor of Teacher Education – Academic Year – Continuing Appointment |
| 2222 | Supervisor of Teacher Education – Fiscal Year |
| 2223 | Supervisor of Teacher Education – Fiscal Year – Continuing Appointment |
| 2240 | Coordinator of Field Work - Academic Year |
| 2241 | Coordinator of Field Work - Academic Year – Continuing Appointment |
| 2245 | Coordinator of Field Work - Fiscal Year |
| 2246 | Coordinator of Field Work - Fiscal Year – Continuing Appointment |
| 2250 | Field Work Supervisor - Academic Year |
| 2251 | Field Work Supervisor - Academic Year – Continuing Appointment |
| 2255 | Field Work Supervisor - Fiscal Year |
| 2256 | Field Work Supervisor - Fiscal Year – Continuing Appointment |
| 2260 | Field Work Consultant - Academic Year |
| 2261 | Field Work Consultant - Academic Year – Continuing Appointment |
| 2265 | Field Work Consultant - Fiscal Year |
| 2266 | Field Work Consultant - Fiscal Year – Continuing Appointment |
| 2284 | Child Development Demonstration Lecturer – Continuing Appointment |
| 2285 | Child Development Demonstration Lecturer |
| 2427 | Substitute Teacher |
| 2428 | Substitute Teacher – Continuing Appointment |
| 2460 | Teacher - Special Programs |
| 2461 | Teacher - Special Programs – Continuing Appointment |
| 2650 | Teacher - Lawrence Hall of Science |
| 2651 | Teacher - Lawrence Hall of Science – Continuing Appointment |

- C.** The recognized unit may be modified by agreement of the parties to this MOU, pursuant to the rules and regulations of the Public Employment Relations Board. Any approved modification automatically becomes part of this MOU.
- D.** When the University establishes a new non-student, non-Senate instructional title/title code, it shall provide written notice to the UC-AFT of the bargaining unit designation. Within thirty (30) days following the UC-AFT's request, the

University and the UC-AFT shall meet to discuss the unit status of the new title/title code. Any disputes regarding the proper bargaining unit status of such titles/title codes may be resolved through the existing PERB procedures.

- E.** If the University proposes to move a title/title code out of the bargaining unit, it shall give at least ninety (90) calendar days' notice of such action to the University Council - American Federation of Teachers, and upon request, shall meet and discuss concerning the bargaining unit status within thirty (30) calendar days of receiving such a request. If the parties are unable to reach agreement regarding the University's proposal to remove the title/title code, either party may submit the dispute to PERB for resolution.

Until the bargaining unit assignment is either agreed to by the parties or finally resolved through the PERB unit modification procedures, the affected title(s) shall remain covered by all provisions of this MOU.

- F.** If the University proposes to move an individual out of the unit during that individual's term of appointment, the University shall provide thirty (30) calendar days' notice to the AFT and upon request will meet and discuss regarding the individual's unit status. If the parties cannot agree on the individual's unit status, either party may pursue the designated PERB procedures for determining unit status. Until the dispute is resolved, the individual shall remain within the unit. The provisions of this section shall not apply in cases where the individual elects to accept a position outside the unit.
- G.** If the Academic Senate approves membership in the Senate to any appointees in the above titles, those appointees shall cease to be members of the Non-Senate Instructional bargaining unit.
- H.** If an abolished unit title/title code is re-established, the University agrees that the title will be included in the unit.