

Facts about UC lecturers and UC's contract negotiations with the UC-AFT

UC highly values its lecturers and the essential role they play in educating our students and enriching our campus communities. This high regard is reflected in the fact that UC lecturers enjoy some of the best pay, benefits and working conditions in the country, and a level of employment stability that only a select few universities in the nation extend to their lecturers.

For two years, UC has been bargaining with the UC-AFT on a new multi-year contract for lecturers and other bargaining unit members. UC believes a full contract is long overdue, and lecturers deserve the stability that a multi-year contract offers, especially during these uncertain and challenging times.

Throughout negotiations, UC has offered UC-AFT leaders numerous proposals that we believe recognize lecturers' many contributions to UC and our students. We believe our recent comprehensive package proposal is fair and quite generous in light of the significant impacts employers everywhere are facing because of the coronavirus pandemic.

Below is a summary of UC's current comprehensive proposal for a five-year contract:

- **Compensation:** Beginning July 1, 2022, UC would transition from a salary range to a salary scale, which would result in salary increases for members of the bargaining unit and greater transparency. In subsequent years of the agreement, UC has offered to provide 2% salary scale adjustments for each year of the agreement. Given UC's current budget crisis, we think this is a generous offer of guaranteed pay increases.
- **Greater employment stability:** UC is not unique in the way it appoints pre-six lecturers – other universities also provide term-by-term appointments, one-year appointments, or up to a maximum of two-year appointments during the first six years of employment. However, **UC is unique in that it provides for continuing appointments after six years (i.e., appointments with no end date). We are one of only two universities in the nation that provide this level of employment stability to lecturers. In addition, UC is now proposing to increase pre-six lecturer appointments to two years following the first two years.** In addition, UC has offered:
 - Following the first two one-year assignments, appointments of pre-six lecturers would be two-year terms.
 - A career path from a Continuing Lecturer to Senior Continuing Lecturer. Additionally, UC has offered greater employment stability for Senior Continuing Lecturers. In the event of a layoff, under UC's proposal, all Continuing Lecturers would receive an additional year of reemployment rights as well as one-year notice or pay in lieu of notice. Reemployment rights will be increased to three years.
 - Under certain circumstances, a pre-six lecturer can count Summer Session courses toward eligibility for a Continuing Appointment, thus advancing the timeline under which a pre-six lecturer may achieve Continuing status.
- **Enhanced paid medical leave:** Currently, paid medical leave is extended only to bargaining unit employees with 100% appointments. UC has proposed extending it to unit employees with appointments of 66% or greater. Additionally, paid medical leave usage currently is two quarters or one semester in the first 10 years of employment (three quarters or two semesters in the subsequent 10 years), with any partial usage counting as a full quarter or semester of usage. UC offered the union 22 weeks in the first 10 years (36 weeks in the subsequent 10 years), and allowing for usage across multiple quarters/semesters during the 10-year span.

- **Increased support for unit members with children:** Currently, UC allows for a reduction in normal duties for up to two quarters/two semesters as a part of active service-modified duties, so a bargaining unit employee can prepare for and/or care for a newborn child or a child under age five (5) newly placed for adoption or foster care. UC offered to increase the allowed time for reduced duties from two to three quarters.
- **Retirement and health benefits for Summer Session Lecturers:**
 - Lecturers are already compensated in the same manner as other academic appointees who teach in summer session, except regarding retirement benefits. UC proposed to change this so summer session earnings for eligible lecturers shall count toward contributions made by UC and the lecturer to UC's Tax-Deferred 403 (b) Plan, in the same manner as other academic appointees who teach in summer session.
 - The University would pay the UC employer portion of the health benefits premium during the time an eligible Summer Session Lecturer is on pay status.
- **Specific and Transparent Review Criteria:** Revised review criteria for the excellence review, merit review, and the promotional review to Senior Continuing Lecturer with more specific and transparent standards.
- **Timely Appointment Letters:** To address concerns about late appointment letters, UC would provide appointment letters by a date certain. In addition, the appointment letters will have increased specificity, including regarding pay amounts and pay periods.

The facts about alleged ‘turnover’ for UC lecturers

The UC-AFT claims UC is “turning over” UC lecturers because not all lecturers return to teach at UC each academic year. However, there are many reasons why a lecturer may not return to teach at UC, including the following:

- a professional practitioner (e.g., business school, law school, dentistry) with full-time employment elsewhere;
- a lecturer who prefers to teach only occasionally, or pursues teaching opportunities elsewhere;
- personal commitments and/or life or career changes that prevent a lecturer from returning;
- a special seminar or course that is offered only once;
- a field where there is programmatic need to expose students to a variety of perspectives and curriculum;
- to substitute for faculty on sabbatical or other leave;
- academic programmatic or budgetary changes within a department.

COVID-related support for lecturers

Last month, UC and the UC-AFT reached a tentative agreement on terms regarding remote learning and returning to campus. Under this agreement, in addition to the resources and flexibility UC offered bargaining-unit employees during the transition to remote learning, UC provided university paid medical leave for COVID-related medical absences and for childcare needs during fall 2020. In addition, UC will provide enhanced health and safety guidelines for in-person instruction, ensure the impacts of the pandemic are taken into account for merit increases and performance evaluations, and not require a COVID-19 vaccination as a precondition for returning to in-person instruction.