

ARTICLE 1
RECOGNITION

- A.** The University recognizes the UC-AFT as the exclusive bargaining agent for matters in the scope of representation for all librarians in the Public Employment Relations Board (PERB)-certified unit (SF-HR-17) at the University of California Berkeley, Davis, Irvine, Los Angeles, Merced, Riverside, San Diego, San Francisco, Santa Barbara, Santa Cruz campuses, and the Office of the President, excluding employees designated as managerial, supervisory, and confidential (as those terms are defined in the Higher Education Employer-Employee Relations Act (Cal. Gov. Code § 3560 et seq.), “HEERA”) and excluding all University of California student employees whose employment is contingent upon their status as students.
- B.** The recognized unit may be modified by agreement of the parties pursuant to the rules and regulations of the PERB. Any approved modification automatically becomes part of this Agreement.
- C.** The terms “librarian” or “librarians” in this Agreement, whether specifically stated or not when used, shall refer to librarians who are in the bargaining unit covered by this Agreement. The University recognizes librarians as academic employees.
- D.** If the University establishes a new librarian title/title code, it shall provide written notice to the UC-AFT of the bargaining unit designation at least thirty (30) calendar days prior to the proposed implementation. If the UC-AFT does not respond within thirty (30) calendar days from the date of the notice, the University may proceed with implementation.

If the UC-AFT wishes to meet and discuss the new librarian title/title code, the UC-AFT will advise the University within thirty (30) calendar days from the date of the notice. Within thirty (30) calendar days following the UC-AFT’s request, the University and the UC-AFT shall meet and discuss the unit status of the new title/title code. If the parties are unable to reach agreement, any disputes regarding proper bargaining unit status of such new titles/title codes may be resolved through existing PERB procedures. Bargaining unit assignments made by the University for new titles/title codes shall remain as originally assigned until the parties are in mutual agreement as to a different assignment or until the resolution of the matter through the existing PERB process.

- E.** If the University proposes to move a title/title code, position, or individual in or out of the bargaining unit, it shall provide notice to the UC-AFT of such action at least thirty (30) calendar days prior to the proposed implementation. If the UC-AFT does not respond within thirty (30) calendar days from the date of the notice, the University may proceed with implementation.

If the UC-AFT wishes to meet and discuss the proposed action, the UC-AFT will advise the University within thirty (30) calendar days from the date of the notice. Within thirty (30) calendar days following the UC-AFT’s request, the University and the UC-AFT shall meet and discuss the proposed action. If the parties are unable to reach agreement, any disputes regarding the proper bargaining unit status of the affected title/title code, position, or

individual may be resolved through existing PERB procedures. Proposals made by the University shall not be implemented until the parties reach agreement on the unit status of the affected title/title code(s), position(s), or individual(s) or the matter is resolved through the existing PERB process.

- F.** If the University creates a new academic, non-represented, non-visiting, non-managerial, non-supervisory, non-confidential, non-Librarian Series position in one of the University libraries; the position’s responsibilities substantially overlap with the functions outlined in 4.A; and the required or preferred qualifications for the position are the same as the skills and background required for appointment into the Librarian Series as described in Article 4.B; then the University will provide the UC-AFT with notice within thirty (30) calendar days following the creation of the new non-Librarian Series position. If the UC-AFT wishes to meet and discuss the new position, the UC-AFT will advise the University within thirty (30) calendar days of the date of the notice. Within thirty (30) calendar days following the UC-AFT’s request, the University and the UC-AFT shall meet and discuss the new non-Librarian Series position. If the parties are unable to reach agreement concerning the unit status of the new position, any disputes may be resolved through existing PERB procedures. Bargaining unit assignments made by the University for new non-Librarian Series positions shall remain as originally assigned until the parties are in mutual agreement as to a different assignment or until the resolution of the matter through the existing PERB process.
- G.** If the University proposes to create a new position in the Librarian Series outside the bargaining unit, it shall give notice to the UC-AFT.

H. The unit shall INCLUDE:

<u>Title Code</u>	<u>Job Title</u>
3612	Librarian - Career Status
3613	Librarian - Potential Career Status
3614	Librarian - Temporary Status
3616	Associate Librarian - Career Status
3617	Associate Librarian - Potential Career Status
3618	Associate Librarian - Temporary Status
3620	Assistant Librarian - Career Status
3621	Assistant Librarian - Potential Career Status
3622	Assistant Librarian - Temporary Status
3662	LIBRARIAN-CAREER STATUS NEX
3663	LIBRARIAN-POTNTL CAREER NEX
3664	LIBRARIAN-TEMP STATUS NEX
3666	ASSOC LIBRARIAN-CAREER NEX
3667	ASSOC LIBRARIAN-POTNTL CAR NEX
3668	ASSOC LIBRARIAN-TEMP NEX
3670	ASST LIBRARIAN-CAREER NEX
3671	ASST LIBRARIAN-POTNTL CAR NEX
3672	ASST LIBRARIAN-TEMP STATUS NEX

I. The unit shall EXCLUDE:

All management, supervisory, and confidential employees as defined by HEERA and all UC student employees whose employment is contingent upon their status as students.