

# UNIVERSITY OF CALIFORNIA

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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE SYSTEMWIDE EXECUTIVE DIRECTOR  
LABOR RELATIONS

OFFICE OF THE PRESIDENT  
1111 Franklin Street  
Oakland, CA 94607

February 4, 2026

John Branstetter  
[Unit18vp@ucaft.org](mailto:Unit18vp@ucaft.org)  
*Sent Via E-mail*

Dear John,

In accordance with Article 40 (“Duration”) of the current collective bargaining agreement (“CBA or Agreement”), the following proposals represent a preliminary list of those articles in the Lecturers (“IX”) unit CBA that the University will propose to change, modify, or amend. The University maintains the ability to modify, amend, substitute or withdraw any or all of these proposals depending on the course of bargaining.

<b>Article</b>	<b>Description</b>
Article 1 - Recognition	Make changes and add titles
Article 3 - Academic Responsibility	Make changes and update language in article
Article 4 - Non-Discrimination in Employment	Make changes and align with policy updates
Article 5 - Description of Unit Titles	Make changes and add titles where needed
Article 6 - Academic Year - Appointment	Make changes and clarify language in article
Article 7A - NSF Appointments	Make changes and reorganize language in new articles
Article 7B - Process for Initial Continuing Appointments	Make changes and reorganize language in new articles
Article 7C - Continuing Appointments	Make changes and reorganize language in new articles
Article 7D - Senior Continuing Lecturer Promotion and Merit Program	Make changes and reorganize language in new articles
Article 9 - Professional Concerns, Meetings, and Programs	Make changes, provide clarification and updates
Article 10 - Personnel and Review Files	Make changes, update and streamline against articles covering Academic Reviews
Article 11 - Benefits	Make changes, amend and clarify relevant

	sections
Article 12 - Leaves	Make changes, reorganize, and incorporate updates from side letter and new laws
Article 14 - Holidays	Make changes, provide clarification and updates
Article 16 - Medical Separation	Make changes, make legal updates where needed
Article 17 - Layoff, Reduction in Time and Reemployment	Make changes, provide clarification where needed
Article 18 - Resignation	Make changes, provide clarification to address different types of resignation
Article 19 - Reassignment	Make changes, provide clarification where needed
Article 21 - Compensation	Make changes, update, amend, and clarify compensation provisions
Article 22 - Merit and Promotion Review Procedures	Make changes, update, and reorganize language into new articles
Article 23 - Summer Session	Make changes, provide clarification where needed
Article 24 - Instructional Workload	Make changes, provide clarification to workload procedures
Article 25 - Union Rights	Make changes, provide clarification where needed
Article 27 - Payroll Deductions	Make changes, provide clarification where needed
Article 28 - Management Rights	Make changes, provide clarification to reflect management and academic rights of the University
Article 30 - Discipline and Dismissal	Make changes, provide clarification and updates to existing language in article
Article 31 - Academic Review Criteria	Make changes, update, and reorganize language into new articles
Article 32 - Grievance Procedure	Make changes, update, and reorganize language into new article
Article 33 - Arbitration	Make changes, update, and reorganize language into new article
Article 34 - Immigration Reform and Control Act	Make changes, provide clarification where needed
Article 37 - Waiver	Make changes and align with applicable APM provisions
Article 40 - Duration	Make changes, update article to align with agreed upon duration of the Agreement
Article 41 - Parking	Make changes, provide clarification where needed
Article 42 - Online Instruction	Make changes, update definitions
Appendices and Side Letters	Delete, incorporate and/or update accordingly

The University has developed goals and principles that inform our bargaining proposals:

- The University seeks to build a collaborative and sustainable labor-management relationship with UC-AFT that enhances employee experience and supports effective contract administration over time.
- Promote operational excellence while accounting for financial realities, with proposals that are grounded in our operational and fiscal reality and support the University's ability to meet future challenges and uncertainties.
- Further UC's mission by achieving a contract that supports the University's fundamental pillars of teaching, research, public service, and healthcare, recognizing the valuable contributions of IX employees to the teaching mission of the University.

This notice is being provided to fulfill the public notice (sunshine) requirements under HEERA and California Government Code § 3595, and will be scheduled for presentation and public comment at <https://UCOP.zoom.us/j/96601711951?from=addon> (Meeting ID: 966 0171 1951) on February 10, 2026 from 3:30PM to 5:00PM PST. No formal negotiations shall commence until this process is completed in accordance with HEERA and California Government Code §3595.

In addition to successor negotiations for the Lecturers ("IX") unit Agreement, the parties will also bargain the following UCLA-related agreements, each of which expires concurrently with the IX-unit Agreement: (1) the UCLA Geffen Academy Educators Memorandum, and (2) the UCLA Lab School Side Letter. The parties mutually agree that negotiations for the UCLA Geffen Academy Educators Memorandum and the UCLA Lab School Side Letter will be conducted concurrently and separately.

Additionally, the University reserves the right to submit additional proposals or possibly, to propose to open additional articles of the contract, as negotiations progress.

Please do not hesitate to contact me should you need further information.

Sincerely,

*Peter Ishaya*

Labor Relations Manager – Systemwide Labor Relations

University of California  
Bargaining Team Members  
Lecturers Unit (IX)

**UC Office of the President**

- Ginger Burnett (Chief Negotiator), UC Office of the President
- Nick Weston-Dawkes, UC Office of the President
- James DiCaprio, UC Office of the President
- Peter Ishaya, UC Office of the President
- Abigail Uribe, UC Office of the President

**UC Berkeley**

- Veronica Garcia, UC Berkeley

**UC Davis**

- Paul Harris, UC Davis
- Robert May, UC Davis

**UC Irvine**

- Kristin Beattie, UC Irvine

**UC Los Angeles**

- Flavia Coles, UC Los Angeles

**UC Merced**

- Ben Ruwe, UC Merced

**UC Riverside**

- Esperanza Steward, UC Riverside

**UC San Diego**

- Marianne Beckett, UC San Diego

**UC Santa Barbara**

- Carly Bobek, UC Santa Barbara
- Melanie Hoven, UC Santa Barbara

## **UC Santa Cruz**

- Frank Garden, UC Santa Cruz