



February 6, 2026

Peter Ishaya
Peter.Ishaya@ucop.edu
Sent Via E-mail

Dear Peter,

Article 40 (“Duration”) of the current collective bargaining agreement (“CBA or Agreement”), the following proposals represent a preliminary list of those articles in the Lab School side letter to the Unit 18 Memorandum of Understanding (“MOU”) the following proposals represent a preliminary list of those articles in the Lab School Side Letter that UC-AFT will propose to change, modify, or amend. UC-AFT maintains the ability to modify, amend, substitute or withdraw any or all of these proposals depending on the course of bargaining.

Article	Description
Article 7a - Pre-Continuing Appointments	Make changes and update language in article
Article 7b - Continuing Appointment Review Process	Make changes and update language in article
Article 7c - Continuing Appointments	Make changes and update language in article
Article 7d - Senior Continuing	Make changes and update language in article
Article 8 - Instructional Support	Make changes and update language in article.
Article 9 - Professional Concerns	Make changes and update language in article.
Article 11- Benefits	Make changes and update language in article
Article 12 - Leaves	Make changes, reorganize, and incorporate updates from side letter and new laws.
Article 17 - Layoff	Make changes and update language in article
Article 19 - Reassignment	Make changes and update language in article.

Article 21 - Compensation	Make changes and update language in article.
Article 22 - Merit Review Process	Make changes and update language in article
Article 23 - Summer Sessions	Make changes and update language in article
Article 24 - Instructional Workload	Make changes and update language in article
Article 25 - Union Rights	Make changes and update language in article
Article 26 - Release Time for Union Business	Make changes and update language in article
Article 29 - Academic Calendars	Make changes and update language in article.
Article 31 - Academic Review Criteria	Make changes and update language in article
Article 40 - Waiver	Make changes and update language in article
Appendices and Side Letters	Create, incorporate and/or update accordingly

UC-AFT Lab School has developed goals and principles that inform our bargaining proposals:

- Teaching and learning are at the heart of everything we do as Demonstration Teachers.
- Teaching conditions are learning conditions. When teachers are provided the time and resources they need, children thrive.
- Our constructivist approach, inquiry pedagogy, and community-wide social-emotional practices require collaboration and intentionality.
- A codified review process that feels meaningful and reflects our professional goals will support teacher growth and retention.
- Quality of instruction is under threat due to UC Policies leading to rising class sizes, decreasing instructional support, and budget austerity.

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.

Additionally, UC-AFT 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,

John Branstetter
Vice President for Unit 18, UC-AFT
Universities Council, American Federation of Teachers

Lab School Side Letter (IX) Bargaining Team Members:

John Branstetter
Monica Acosta
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Alanah Maguire
Kim Morchower
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