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January 31, 2026

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

Dear Peter,

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 Non-Senate Faculty (“IX”) unit CBA 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 1 - Recognition	Make changes and adjust titles
Article 2 - Academic Freedom	Make changes and update language in article
Article 3 – Academic Responsibility	Make changes and align with policy updates
Article 4 – Non-Discrimination in Employment	Make changes and update language in article
Article 5 – Description of Unit Titles	Make changes and update language
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 8 – Instructional Support	Make changes and updates
Article 9 - Professional Concerns, Meetings, and Programs	Make changes and updates
Article 10 - Personnel and Review Files	Make changes, update, and streamline articles covering Academic Reviews
Article 11 - Benefits	Make changes and updates

Article 12 - Leaves	Make changes, reorganize, and incorporate updates from side letter and new laws
Article 15 – Moving Expenses	Make changes and update
Article 17 - Layoff, Reduction in Time and Reemployment	Make changes
Article 19 - Reassignment	Make changes
Article 20 – Reasonable Accommodation	Make changes and updates
Article 21 - Compensation	Make changes
Article 22 - Merit and Promotion Review Procedures	Make changes, update, and reorganize language into new articles
Article 23 - Summer Session	Make changes

Article 24 - Instructional Workload	Make changes, provide clarification to workload procedures
Article 25 - Union Rights	Make changes
Article 26 – Release Time for UC-AFT Business	Make changes and updates
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
Article 33 - Arbitration	Make changes
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 and combine with new article.
New Article – Technology	Incorporate elements of article 42 (Online Instruction) add new provisions
Appendices and Side Letters	Delete, incorporate and/or update accordingly

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

- Teaching is the highest mission of the University of California. It is no less important or valuable than research or public service.
- Real diversity, equity, and inclusion must be defended.

- Equal pay for equal work, including increasing parity with our colleagues in the Academic Senate. Both are in the interest of our union and the UC as a whole.
- Quality of instruction is under threat due to UC policies leading to rising class sizes, decreasing instructional support, and budget austerity. Precarity is inherently detrimental to the quality of education delivered to UC students.
- UC-AFT faculty deserve to work in an environment safe from climate threats, outside public and private actors, and attacks on academic freedom.

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, 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 (UC-AFT)

Lecturers Unit (IX) Bargaining Team Members

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