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FOR IMMEDIATE RELEASE: Tuesday, May 16, 2017

## **UC-AFT Prevents UC Office of the President from Eliminating Summer Retirement Contributions for UC Lecturer Faculty**

Los Angeles – In a victory for the University of California’s contingent faculty, on Monday, May 15th, 2017, UC-AFT successfully resolved a labor dispute over UC management’s elimination of summer retirement contributions for UC lecturers. UC-AFT not only negotiated a reversal of the retirement cuts by the UC Office of the President, but also won a policy that will likely increase the number of UC lecturers who receive retirement benefits while teaching during the summer.

UC-AFT was informed on March 9, 2017, that UCOP would discontinue all summer retirement contributions for UC lecturers. Since 2001, both Academic Senate and non-Academic Senate faculty who work during summer session have been eligible for 7% savings (3.5% employee contribution, 3.5% employer match) directed into a defined contribution plan. In late 2016, UC-AFT discovered that the policy had been applied inconsistently across and within UC campuses. In summer 2016, only select lecturers at UC Berkeley, UC Irvine, UCLA, and UC Santa Barbara received the benefit.

UCOP’s cuts deprived some of UC’s most vulnerable and precarious faculty of a long-standing basic social safety net. The elimination of meager retirement savings for lecturers was particularly egregious in light of revelations in the recent UC audit that top UCOP executives have received \$2.5 million in supplemental retirement benefits themselves and regularly spend thousands of dollars on parties for retiring managers. UC-AFT demanded to bargain over the cuts, but UCOP initially refused. Nevertheless, we opened discussions and quickly reached a settlement agreement.

Under the terms of the settlement, all UC lecturers at Berkeley, Irvine, UCLA, and Santa Barbara who are eligible for full benefits during the academic year will also receive 7% summer retirement savings during 2017, 2018, and 2019 (the life of our current MOU). Both parties will bargain over summer retirement benefits when UC-AFT and UCOP enter successor bargaining in mid-2019.

“We’re happy that standing up to UC management and keeping the pressure on motivated UCOP to do the right thing,” said UC-AFT President-Elect Mia McIver. “This victory demonstrates that when lecturers stand together, we can achieve greater equity for the faculty who fulfill the great educational mission of the UC.”

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*University Council-American Federation of Teachers represents approximately 5500 lecturers and other non-tenure-track faculty as well as nearly 400 librarians at all UC campuses. An affiliate of the California Federation of Teachers and AFT national, we are a member-driven union, dedicated to protecting, preserving, and promoting public higher education and cultivating a strong academic community through activism and advocacy.*