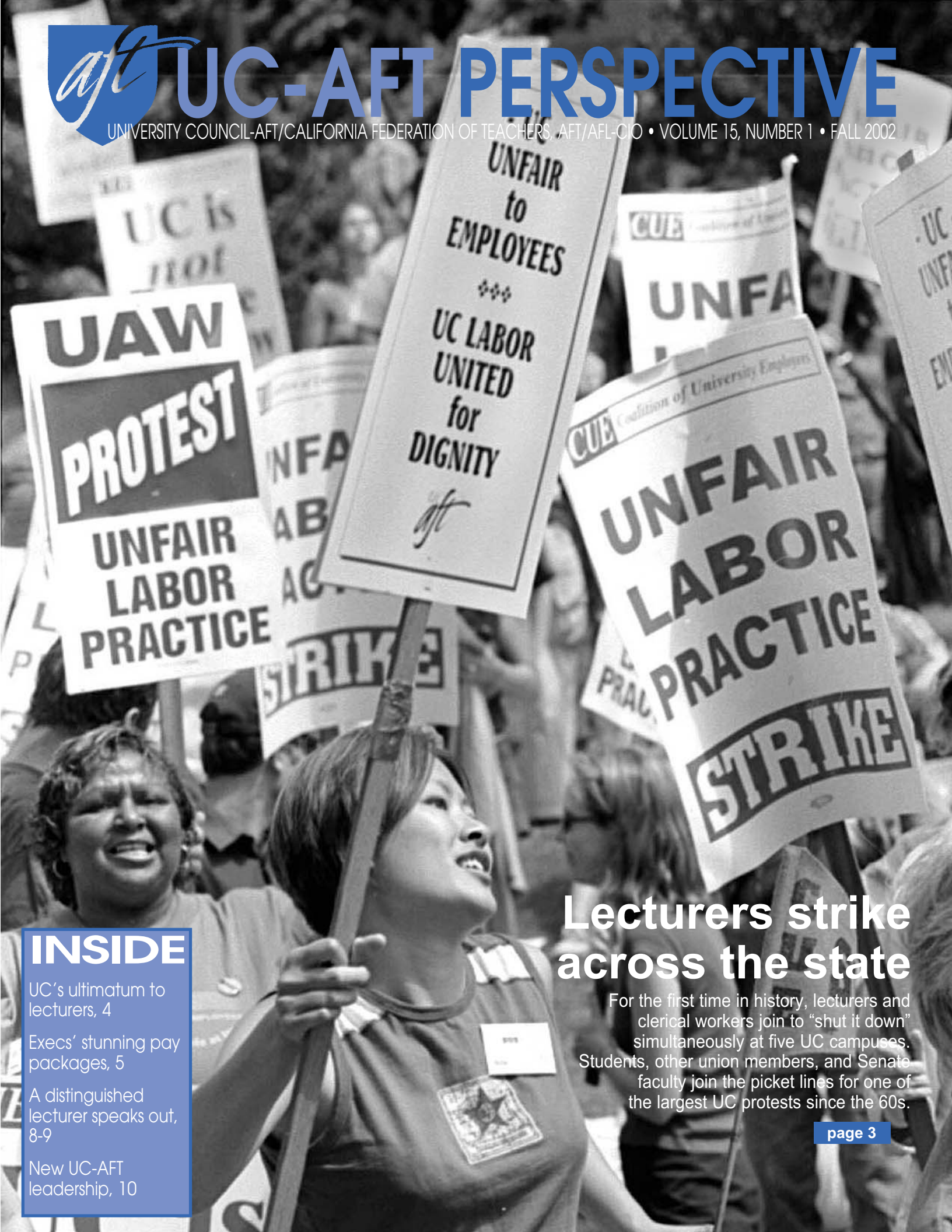




UC-AFT PERSPECTIVE

UNIVERSITY COUNCIL-AFT/CALIFORNIA FEDERATION OF TEACHERS, AFT/AFL-CIO • VOLUME 15, NUMBER 1 • FALL 2002



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Lecturers strike across the state

For the first time in history, lecturers and clerical workers join to "shut it down" simultaneously at five UC campuses. Students, other union members, and Senate faculty join the picket lines for one of the largest UC protests since the 60s.



KEVIN RODDY, UC-AFT PRESIDENT

AT ISSUE: Teaching matters

The beginning of a revolution never looks like the beginning of a revolution; we are back with our classes and at our desks, the administration's bargaining team for the lecturers' contract has continued to waste time, the administration belittles our efforts, the public becomes interested in other issues. If the success of our job actions and rallies were measured in terms of immediate reaction and radical reform, we would have to evaluate our success.

But a revolution has occurred, and it is the best kind of revolution, a steady and certain expansion of options, an opening of possibilities. A year before, three months before, systemwide administrators would have dismissed out of hand a strike at Berkeley; a month before, they would have predicted failure for actions at the more conservative campuses; a month before, few students knew that their most energetic instructors were being systematically decimated by anonymous and irresponsible policy; six months before, campus labor coalitions were haphazard gatherings, united only by a mutual frustration with local administrations. Three months before, librarians could believe that they were acknowledged as professionals fully participating in the intellectual vigor of their campuses.

All this has changed.

The numbers of those going out, of those supporting us, are of course impressive; but what is more important for future progress is the fact that the cynics, who — thank God — are still among us, have become even more cynical about the administration's boast that lecturers (and, in time, librarians) at the University of California are among the most highly paid and most secure in the country. Anyone may grant that the working conditions of "occasional" faculty in Boston, New York, Philadelphia and

Washington, DC, are miserable; the basic assumption seems to be that our working environment is acceptable because it is only relatively intolerable. An enlightened management, if it were really dedicated to our contentment and gratitude, would seek to discover why we are neither contented nor grateful, instead of assuming that we should be. Just before the strike, a chancellor on one affected campus asked why, if lecturers were so unhappy, they stayed at the university. I presume, if someone had hypothetically told him that lecturers could not afford the cars that they needed for their commutes, he would have suggested that they buy SUVs instead. I am reminded of the county sheriff in the terrible days of the segregated South, who, when asked why there were no blacks on his force, coolly replied that none had bothered to apply.

One sign of change is that such condescension and disregard are no longer acceptable nor accepted.

Unfortunately, a change in our perspective isn't enough; we must continue to change the perspective of our own colleagues, our Senate colleagues, our legislators, and the public. In a telling contrast, I spent the second day of the strike in bargaining, while actions proceeded at all eight campuses. Bargaining was characterized as the usual prevarication, delay, nit-picking, and posturing on the administration's side. At Davis, in my absence, a spontaneous noon rally became a march on the administrative building, Mrak Hall. There were sufficient numbers, astonishing in itself, of lecturers, librarians, CUE strikers, UPTE, UAW, AFSCME sympathizers, students, and campus political groups to entirely surround the building, something that had never occurred before. The lower floor was then occupied, and because of

their unacceptable noise levels the protesters were told that the police had been summoned. Rather than embarrass the police, they retired, back to their picket lines. I would like to say, for the sake of symmetry, that at that moment the chief negotiator for the administration was chastising the Unit 18 bargaining team for a lack of maturity, but it was actually some forty minutes earlier.

In view of the strikes at Davis, Irvine, Riverside, Santa Barbara and Santa Cruz, immaturity does seem an irrelevant term,

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On the cover, Berkeley's lecturers and clerical workers join forces to strike against UC's intransigent bargaining practices (photo: David Bacon)

Lecturers hit the picket lines across the state

For the first time in history, lecturers and clerical workers joined to “shut it down” simultaneously at five UC campuses on October 14 and 15. The university’s bad faith bargaining led both groups to walk out, first at UC Berkeley in late August, as the semester got under way, and then in October at other UC campuses.

More than a thousand classes were cancelled during October’s two-day strike against UC’s unfair labor practices. Hundreds of students, members of the Coalition of University Employees and other unions, and Senate faculty members joined UC-AFT members on the picket lines for one of UC’s largest protests since the 60s.

Are you listening, Mr. Atkinson?

UC Santa Cruz

How do you solve the parking crunch at UC Santa Cruz? Hold a labor strike!

Students and staff circulating through UCSC on October 14 and 15 reported a rare weekday spectacle: near-empty parking lots all over campus.

Classrooms, too, were vacant or sparsely occupied, and most of the large campus construction projects had fallen silent. “It’s dead around here,” said a hitchhiking student late Monday morning — a phrase echoed frequently by campus visitors throughout the course of the two-day strike.

The action was on the picket lines, where hundreds of lecturers and clerical workers carried signs protesting the central administration’s

unfair labor practices. Joined by a league of supporters including students, teaching assistants, ladder-rank faculty, and members of other campus and community unions, the striking UC-AFT and CUE employees marched at both major campus entrances from 4:30 a.m. to 8:00 p.m. and held spirited noon rallies on both days.

The strike garnered extensive press coverage and widespread local support. Formal endorsements poured in from the regional Central Labor Council, the campus graduate student association and graduate employees’ union local, the undergraduate student union, and the campus Faculty Association, an organization of ladder-rank faculty.

In spite of threatening letters circulated by divisional deans before the strike, some academic departments voted to cancel all classes on October 14 and 15. At its regularly scheduled meeting on October 16, the Academic Senate unanimously passed a motion to establish a special committee to study the situation of non-Senate teaching faculty on the campus.

When word came down at Tuesday’s rally that UC-AFT negotiators were seeing little progress at the day’s bargaining session, few strikers seemed surprised. “We know this is not the end of our struggle, but only the beginning,” said former lecturer and longtime social activist Marge Frantz. “We know that we will have to be prepared to persist in this struggle for our rights.” — *Sarah Rabkin*

UC Davis

Hundreds of employees from CUE and UC-AFT were out on picket lines at all ten campus entrances on

October 14 and 15, halting construction at some sites and slowing it at others.

The strikers were joined by members



Davis lecturers on strike

of University Professional and Technical Employees and AGSE-UAW, the graduate students’ union. Undergraduate students were on the line as well. Over the two days, more than a hundred classes were cancelled, some thirty-five in the English Department alone.

Expressions of support came from many Senate faculty. UC Davis English Professor Sandra Gilbert, former president of the Modern Language Association, wrote to colleague Marc Blanchard: “I find this matter [the lecturer terminations at Davis last spring] especially embarrassing because it’s seemed to me, as I’ve come to understand the details of the situation more clearly, that the behavior of our own campus’s administrators directly violates all the guidelines that the MLA’s Committee on Professional Employment offered in its 1997 report — a report that, as chair of the committee, I myself drafted.” — *Kevin Roddy and Michelle Squitieri*

UC Santa Barbara

Lecturers combined their forces with CUE’s clericals. I was there when a truck pulled up, saw the line and reversed its course. A member of the Teamsters came out and started turning trucks away. UPS

(continued on page 6)



A Santa Cruz lecturer sends a message

Roger Bunch, photo

Lecturers' bargaining update

UC issues ultimatum in bargaining

by Rebecca Rhine and Mike Rotkin,
Unit 18 bargaining team

UC-AFT entered contract negotiations two and one half years ago with a clear but ambitious goal: to produce a contract which accurately reflects the contributions of non-Senate faculty (NSF) to UC.

This challenge meant reversing the long-standing myth that all NSF at UC were temporary employees meeting temporary needs. The union did not seek "tenure" for NSF; rather, it asserted that in five key areas, the contract needs to reflect the expertise and dedication of and long-term need for an excellent teaching faculty at the University of California.



David Bacon, photo

Striker's sign at UC Santa Cruz

UC-AFT proposals

Job security. Because the need for NSF is long-term, because in some departments the need is permanent and because many NSF are in essence career UC employees, they should enjoy a level of job security equivalent to that granted to other similarly-situated employees at UC. That job security would include "just cause" protection (you cannot be let go for no reason) and layoff based upon seniority within departments (assuming comparable qualifications). Finally, although our proposal acknowledged that the university should have more flexibility within the first six years of NSF employment, we sought to ensure protection from arbitrary and capricious employment decisions.

Wages. NSF compensation should

reflect the educational and experience level of NSF, parity with Senate faculty should be restored (same percentage salary increases each year) and a fair and regularized year-round salary structure (including summer session) should be implemented. "By agreement" wages, where the university was setting rates below the contractually mandated minimums, should be eliminated.

Workload. Reasonable workload levels should be set and monitored in order to permit NSF to provide the quality education to students that they pay for and deserve.

Professional development. Assuming that NSF are an integral part of the university community they should have access to professional opportunities in the areas of conferences, committee work, and paid leaves, and such opportunities should be funded by the administration.

Dispute resolution. Assuming that both parties to a contract agree on its contents, those same parties should be willing to have disputes under that contract resolved via a fair, timely and transparent process.

Although the university purports to have addressed these issues in various ways, an examination of the specific details of their most recent offer reveals that they simply have not.

Administration responses

Job Security. NSF would be "at will" employees during their first six years at UC, with no protection against being replaced by cheaper NSF regardless of performance.

Post-six NSF would be granted "continuing appointments" in name only, and

would be subject to replacement at any time by grad students, adjunct and visiting professors.

In cases of layoff, a post-six NSF would only have bumping rights for the same classes regardless of other abilities and areas of expertise.

In cases of layoff, only those NSF with appointments at or above 50% would be eligible for *any* notice or notice pay.

Wages. The university's wage offer would increase the entry-level salary to approximately \$35,000. This is a cynical offer since the university knows that few lecturers would benefit from the change.

The university's wage offer would include no increase in salary for the current year 2002-03 and would permit the suspension of merit increases in years where funding from the state was not available.

Workload. A committee would be set up to examine the issue of NSF workload in English and Foreign Language but a majority of that committee would be named by the administration. The committee would have over a year to conduct its study, during which time there would be no prohibition on increasing workload levels.

Professional development. The university has allocated a total of approximately \$200,000 in professional development funding throughout the system.

Dispute resolution. The ability to resolve disputes around interpretation and/or application is crippled by limitations on the arbitrator's authority and oversight. In areas involving "academic judgment," the union's willingness to send disputes back to academics for resolution has been manipulated to permit the administration to do exactly what it wants so long as it follows procedures it sets up and controls.

UC won't compromise

During the last six months, we have been engaged in mediation utilizing the services of Governor Gray Davis's top labor relations official, Marty Morgenstern. Even so, the administration has continued to reject reasonable compromise, refused to engage in constructive give and take, and resisted reflecting its stated positions at the bargaining table in the written documents it presents. On October 22, UC's labor relations representatives stated a clear position

(continued on next page)

Execs' stunning pay packages

Auditor finds administration, not instruction, gets bulk of new spending

This summer, California's state auditor released a report on its nine-month audit of UC's spending. The auditor found that UC spending on administration was larger (56%) than on academic staff (44%). Only 10% of new hires are faculty; 43% are administrators. It also found that UC has increased faculty course loads beyond agreed-upon limits.

The complete report of the audit can be found at www.bsa.ca.gov/bsa/index.html.

What's more, dozens of top UC administrators make more than \$200,000 in annual base salary. *That's what some lecturers earn in nearly a decade!* Obviously, UC regards those who administer as ten times more valuable as those who teach half its courses.

How would you like to have a \$9,000 per year car allowance? How about an "administrative fund" of up to \$45,000? How much does it take you to maintain your home? For some UC execs, it takes

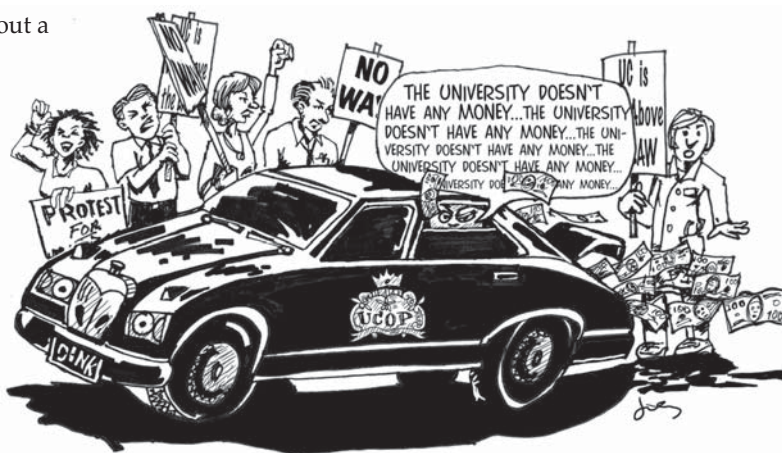
TYPICAL TOP UC ADMINISTRATOR

Base Salary: \$204,000
Automobile: \$ 8,916
"Administrative fund": \$ 4,400
Life Insurance: Yes
Severance pay: 5%
Credit card: Yes
Health insurance: Yes
Retirement benefit: Yes
Total compensation: \$217,316

TYPICAL UC LECTURER

Base salary: \$35,000
Automobile: None
"Administrative fund": None
Life Insurance: None
Severance pay: None
Credit card: None
Health insurance: Sometimes
Retirement benefit: Maybe
Total compensation: \$35,000

\$93,000! What about a \$1,250,000 home loan? Does your employer provide that? UC did, but only to some of its executive staff.



Lecturer bargaining (continued from previous page)

on contract enforceability before lunch and reversed themselves that afternoon, effectively undermining the entire session and ending the mediation process. One can only assume that they came to Sacramento prepared to present their final position rather than to continue a dialogue in search of workable solutions.

In presenting its case, the administration has touted an improved benefit package for an estimated 350 quarter-by-quarter appointees who work more than half-time. While this would be a significant improvement for these individuals, the administration has failed to address the major issues over which we have been bargaining for over two years now. The administration has also tried to make much of the minor articles on which we have come to agreement. But the simple fact is that they have failed to address our major concerns in their latest "ultimatum."

Finally, the administration threatened that if we do not accept its "improved"

offer, it will implement a less favorable "pre-mediation" offer. This is no more than a blatant attempt to bolster its public relations campaign. If we agree to the offer, UC will tell the Legislature, the governor and the public that it doesn't have labor relations' problems because it gets contracts. If we reject the offer, they will attempt to punish our members with a lesser deal. It isn't about what NSF deserve and it isn't even about what UC is willing to give – otherwise, there would only be one offer on the table. It is about power pure and simple, and UC is telling UC-AFT and the NSF it represents that it will prevail either through forcing an unacceptable contract on us or by imposing a final offer that is even worse.

Standing up for justice

We believe our members will reject UC's ultimatum and heavy-handed tactics and force it to either return to the table for serious bargaining or declare impasse. If UC chooses the latter route, we proceed to fact-

finding and present our proposals to a three-person panel, which will then produce a non-binding recommendation. Once that occurs, should the university reject that recommendation – and one must assume they will – we are free to engage in further concerted activities, up to and including strikes, in order to further our goals.

The UC-AFT staff and leadership on your campus will be setting up meetings and getting information to you as we begin this crucial deliberative process. Your bargaining team will provide history, context and guidance. Your staff will provide support and expertise. You, the members, however, must ultimately decide whether to live with our current second-class status or to fight for a decent contract. In the end, lecturers at UC will receive the contract we deserve. If we are willing to fight for it, we will be successful in winning recognition of and reward for the contributions we make to UC as an educational institution.

Davis lecturers walk out; Berkeley's explosive one-day strike

by Fred Glass,
CFT communications director

For three days in late August, UC learned something new about the people who work for the institution. The lesson was delivered via an instructional strategy previously unused by the lecturers who teach about half the undergraduate classes in the UC system. It's called "going on strike."

The first salvo was fired last May in Davis. There, UC lecturers more or less spontaneously staged an unfair labor practice walkout protesting the trend by administrators in the language and writing programs to ignore the Memorandum of Understanding (MOU) language governing lecturer hiring and retention. The MOU says that if a lecturer teaches and receives good evaluations for six years, the university will present him or her with the closest thing to job security a lecturer can get: a three-year contract.

Instead, the administration, increasingly treating its overstocked academic workforce as casual labor, has been firing six-year lecturers regardless of performance, in order to

lecturer who had received a major campus teaching award at UC Davis. The resulting two-day unfair labor practice strike, causing the cancellation of dozens of classes, was the first ever by UC lecturers.

Berkeley lecturers soon joined their colleagues, holding a successful one-day action during the first week of classes last August. A spot check of buildings revealed many empty classrooms and lots of hastily scribbled notes on the doors notifying students that class had been cancelled. Some had been scratched the day before by faculty honoring the clerical workers' picket lines.

Pickets walked and chanted at all the main gates of campus. Most of the strikers belonged to the unaffiliated Coalition of University Employees (CUE), with two thousand heroic members out. Despite their smaller numbers, the AFT presence was critical, since the strike sanction from

On the picket lines.

did not cross the line. So there is something to "solidarity." This could be found in odd places. The campus police, for example, were with us. They were polite, courteous, and even helpful. After all, they are union too, and their negotiations with the university very much parallel those of the AFT.

Before the strike, a petition was written by Senate faculty, signed by at least 15 department chairs, and passed to the chancellor in support of lecturers. One Senate faculty member vowed to seek a resolution from our Academic Senate in support of lecturers. Students turned out, not in droves – this is UCSB – but in decent numbers. The History Department (also Chicano Studies, Black Studies and a few others) closed down and sent students out to interview

LECTURERS ON STRIKE



Photos by David Bacon, Roger Bunch, Michael Eisenscher, Angela Elsey and Vanessa Tait

hire cheaper contingent academics fresh out of the nation's over-productive PhD programs. At Davis and elsewhere in the system, this treatment has spawned a number of grievances and unfair labor practice charges by UC-AFT. The last straw was the firing of a

the Alameda Central Labor Council that turned union delivery drivers around belonged to AFT.

A big rally at UC's Office of the President in Oakland drew a thousand strikers and their supporters. As the rally wound up, someone fed Aretha's "Respect" into the sound system. A thousand throats rasped out the letters one at a time, jabbing their fingers up at the UC administration offices in time to the music. No one on the street doubted that the administrators heard it.

lecturers and CUE members.

– Nick Tingle

UC San Diego

We had an informational picket on Tuesday morning. The other unions were involved and we backed traffic up onto the freeway! Lots of people wanted information. We also had two tables set up on campus during the day. Tons of students were interested and we have a long list of people who support lecturers. People received information about what is going on and seem to at least now realize that there is a difference between TAs and lecturers, and lecturers and Senate faculty. – Kate Hare

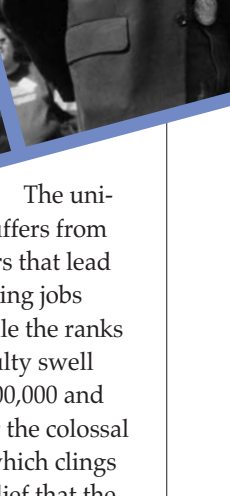
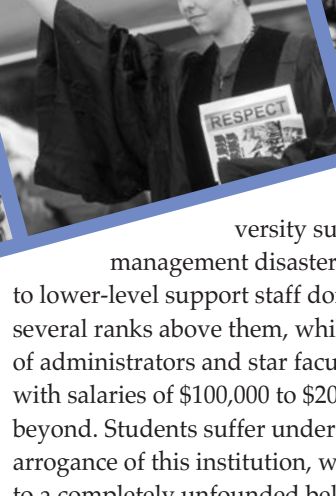
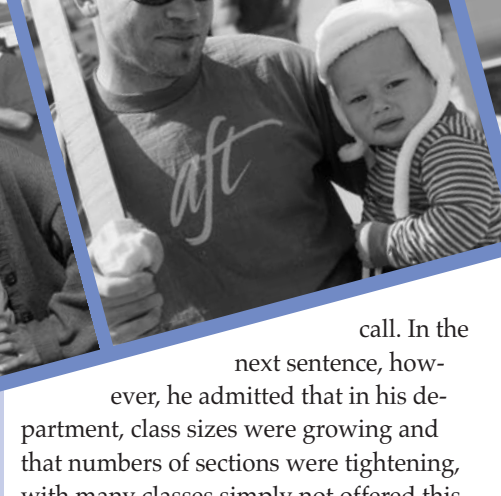
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UC Irvine

The strike was a turning point at our sleepy Irvine campus. I measure our strike's success in two important respects: first, we now have many more union members than we ever did before; second, the Irvine campus is now aware of the issues behind this contract negotiation.

Irvine is not known as a hotbed of political activism, and I had a sinking feeling that no one would be willing to get involved, even if they did care about their jobs. It was encouraging, then,

ON STRIKE



to have more and more people show up, and to get positive responses from my colleagues.

Here's the really terrific part of the strike: it wasn't just lecturers out there on the picket lines. We were honored to be joined by a coalition of unions. On both days of the strike, several Senate faculty members asked if they could join our picket lines (it was, of course, a pleasure to hand them picket signs).

Even more encouraging was the number of students who asked if they could march with us as well. After our big rally, a student approached me and said, "I had no idea that any of this was going on, and I'm really angry.... I just wanted to say thank you."

We may not be Berkeley yet, but our strike clearly energized our community.

— Tira Palmquist

The strike isn't what's hurting students

This piece, by UC Davis English lecturer John Stenzel, was originally published in Davis' campus newspaper, the Aggie.

October 15, 2002: When I was calling other lecturers last week to ascertain levels of support for the strike, one pleasant person from Engineering explained that he just couldn't support anything that could hurt students — that he had a responsibility to parents and to the university not to honor the strike

term for the temporary and part-time people he had to hire this summer despite letting three excellent lecturers go last year for absolutely no reason! Students endure longer lines and more red tape everywhere they go, playing musical chairs and getting the run-around ever more expensively and frustratingly.

call. In the next sentence, however, he admitted that in his department, class sizes were growing and that numbers of sections were tightening, with many classes simply not offered this year, and that much instruction was being done by people with no interest and no training in teaching.

Now, I am walking the picket line, and I am scheduling more than eight hours of additional student conferences in the coming weeks, and I would bet that my students will not suffer from my participation in the labor stoppage. What is hurting students is this administration's policies: from Mrak Hall to the various deans' offices, we see support for ever-larger classes and ever-shrinking numbers of course offerings; we see less and less rigorous training for graduate student TAs by individual departments; we hear more and more stories of huge core courses delivered factory-style; we watch more and more sections filled by "warm bodies" — my own chair's

The university suffers from management disasters that lead to lower-level support staff doing jobs several ranks above them, while the ranks of administrators and star faculty swell with salaries of \$100,000 to \$200,000 and beyond. Students suffer under the colossal arrogance of this institution, which clings to a completely unfounded belief that the most inexperienced research faculty are unquestionably and categorically better for undergraduates than the most experienced and dedicated lecturers. Students will suffer more as they try to track down part-timers for letters of recommendation, and find it impossible to identify dedicated teachers amongst a revolving door cast of temps and short-timers — who are themselves victimized and demoralized by these arbitrary, short-sighted and ultimately destructive hiring policies.

If we're concerned about our duty to students and parents, let's be honest with them about a system that has support staff turnover approaching 50 percent in the first year, that pleads poverty in offering microscopic or nonexistent cost-of-living

(continued on page 9)

Distinguished lecturer speaks out on workplace issues

Raquel Scherr Salgado, a lecturer in the English Department at UC Davis, was chosen to receive one of this year's Academic Federation Awards for Excellence in Teaching. The award recognizes classroom excellence, including the use of innovative teaching techniques and ability to stimulate independent thinking in students. Upon accepting the award, she took the opportunity to address issues of crucial importance to lecturers statewide. This is an abridged version her acceptance speech.

I want to thank the Chicana/Latina Research Center for nominating me for this award and for believing that teaching is important. Their dedication to the teaching and mentoring of young Latina graduates and undergraduates is without parallel. I would like to thank, as well, my students for this honor. They have kept me spirited and curious, and they have kept me learning because they keep teaching me. My teaching and research have always been sparked by what I hear in the classroom.

And, I am particularly indebted to my colleagues in the Composition Program. They have made the program on this campus one of most prominent programs in the country. Yet the Dean of Humanities, Arts, and Cultural Studies (HARCS) here at Davis is working overtime to dismantle Composition. The attack on Composition Studies is a broad-based attack on new undergraduate student constituencies and will do a disservice to the very students who most need these studies.

To stand here being honored for teaching, without protesting the dean's firing of some of UC Davis' finest teachers (including Victor Squitieri, one of last year's award winners) would be hypocritical. To stand here without voicing protest against an administration that might honor us today, but, in fact, every other day treats lecturers with intellectual arrogance, disrespect, and unfairness, would be a tacit affirmation of their policy. I am a little perplexed at what would arouse such malice and can only imagine either the dean has not read the principles by which she governs or does not understand them. But I also think she might

simply be confused, as others are, by what we do, and who we are, and what students the University of California serves.

The need for Composition Studies at the university grew in the aftermath of the university's more inclusionary programs, which allowed into the system a more diverse group of students with diverse language and writing needs. Composition Studies responds to a modern and multi-ethnic population. Composition, like language learning, has long been considered merely a utilitarian appendage of the highbrow and privileged literature departments. We are the proletariats, so to speak, of these departments — never mind that, these departments now house Marxist, postcolonial, and women theorists, who in practice are not much bothered by the rigid hierarchies and caste systems of the university. I recently overheard a newly hired female professor confess to an older female professor regarding the current lecturers' dispute that, for the world, she wouldn't ever support lecturers because she worked too hard to get a tenure track position. It's not easy to give up perks and privileges of four classes per year, research grants, research quarters, and sabbaticals, whereas it's quite easy to forget the women, many now lecturers, who fought hard for the right of such young women to belong here. As a woman, her comments shame me.

Composition's distinction as a utilitarian field reflects the economics of the university itself and other knowledge industries like it. Composition and language teaching became a perfect way to employ at low wages highly qualified PhDs, and, at the same time, serve the needs of expanding educational corporations and their expanding tuition-paying undergraduates. It has been good business.

But why despite our poor pay, heavy workload, no sabbatical, no research fund-

ing, or job security should we accept such exploitation and abuse? Why would we invite such opprobrium from many Senate faculty, some of whom have been calling us, following the dean's lead, "intellectual wannabes"? What we want is not tenure



Raquel Scherr Salgado (middle), Davis lecturer and a union activist, about to receive her Excellence in Teaching Award

Ramin Rahimian, photo

but to teach. We are simply asking the university to honor the contract that has allowed us to teach. We are neither wannabe intellectuals, nor wannabe tenured faculty, but wannabe teachers.

Lest the public think, as our dean would want them to believe, that we are somehow inferior to our peers in the Senate, it is important that the public know that our inferiority is invented. The bulk of lecturers at UC Davis hold PhDs, and are excellent teachers and well-versed and recognized, often both in their original fields of study and in Composition Studies. One of last year's Excellence of Teaching Award winners had six book length publications. A colleague of mine in the Composition Program published a highly regarded work on Gertrude Stein. I translated into Spanish *Our Bodies, Ourselves*, and I co-authored *Face Value, the Politics of Beauty*. An essay of mine appeared in *Berkeley: A Literary Tribute*. I also co-edited *West of the West: Imagining California*.

I don't mean to single myself out, but I know my work best and I want to illustrate who your lecturers are. The list of lecturers who have contributed to scholarship both in their original fields and in Composition Studies is long and the out-

put continues. *Writing on the Edge*, a major national journal in Composition Studies, is put out by Davis Lecturers. We do research and we write because it helps us teach the undergraduate students we serve, to actively engage writing, and to become critical writers and thinkers.

The publications are the least of what we do. We have developed a pre-professional upper-division writing curriculum, which has contributed to Davis' distinction in undergraduate education. This means that Composition faculty, many of whom also teach upper division literature classes, additionally must be well versed in discourses and disciplines as diverse as law, business, technology, journalism, engineering, and other applied and natural sciences.

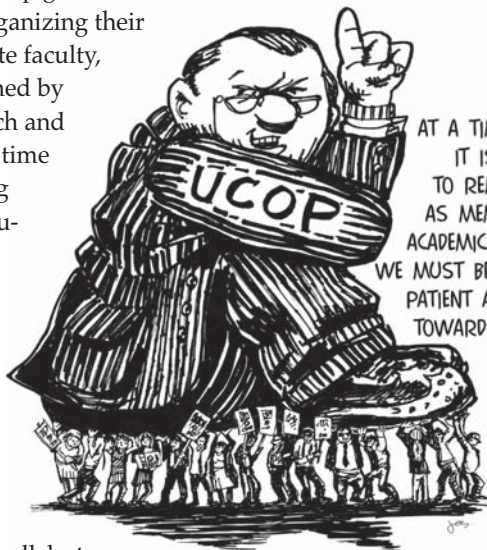
It is a myth that any English graduate student or postgraduate or Senate faculty can walk in and teach these courses. It has taken me 11 years to become proficient and I am still learning. And the proficiency I speak of does not only mean teaching undergraduates, but mentoring graduate students as well in Composition Studies, where the majority of these graduate students will be needed, because of market surplus and market demand.

So, too, we help graduate students with organizing their ideas when Senate faculty, who, overburdened by their own research and writing, have no time to spend teaching their graduate students writing skills and the skills of argument and research. But it is not the graduate students I principally worry about, for they have done well, but rather the undergraduates.

De-legitimizing Composition Studies hurts most economically disadvantaged students who already come from high school or junior colleges underprepared. An acquaintance of mine asked me in a recent discussion about the teaching crisis, "Do you want to turn this university into

a high school?" She asked me as well by what right the lecturers were calling this a labor issue. When the dean violates the contractual right of lecturers to come up for review, when she institutes a plan to employ graduate students at low wages, and when she designs a policy to make all lecturers temporary workers, who are seasonally hired and seasonally fired, I think we have a labor issue. UC Davis Law Professor Marty West, who recently supported the dean's plan because "the lecturer ranks have become a ghetto for women," must think again. This is not a women's issue, this is a labor issue in which, it is true, women may be most affected.

But there is nothing in the dean's plan that will take women out of this "ghetto." On the contrary, the dean's policy promises more and more migrant lecturers, which means no benefits and low pay, and if the teaching profession is filled with women, then it stands to reason that it will be women who will lose these benefits and be forced to join the seasonal workforce of temporary workers who come and go. Not once have I seen the dean express concern for women, unless that concern is to fire them.



visiting the faculty of its decision to do away with lecturers. The dean has fomented fear and misconceptions among many Senate faculty, who perceive her to have more than her say over tenure appointments and merit increases. They fear reprisals. Some Senate faculty have been afraid to sign petitions or speak openly

about their views on this issue, though they might believe in our goals. When conviction and courage fail even the best of our thinkers, what can we conclude about the example we are setting for our students? Our faculty is scared. Senate and non-Senate faculty alike must resist the coercion and intimidation that are fast spreading through this educational community. A culture of intimidation cannot at the same time be a culture of learning. Critical inquiry requires free speech.

Raquel Scherr Salgado holds a PhD in Comparative Literature from UC Berkeley. In addition to the publications mentioned in above, she has worked on the place of memory in mixed race theory ("Memoir at St. Brieu," Modern Language Notes, Johns Hopkins, 1998) and has just finished an article entitled "Misceg-narration," which will appear in Mixing It Up (ed. S. Kwan and Kenneth Spiers, University of Texas Press) In addition, she has worked as a film consultant on several award winning documentary films.

The strike and students

(continued from page 7)

increases to the many at the same time it rewards the big shots with raises larger than a clerk's entire yearly salary. Yet there will be no turnover at the top: many of these people are being rewarded for the very policies that perpetuate these disparities, and many have such a cushy retirement deal that they will never leave.

If parents and students want a better education from UC, they will have to fight for it. I wish this strike weren't happening, that we could just do the jobs we love for an institution to which we've dedicated years of our professional lives — but silence and acquiescence in the face of institutional inertia, complacency and self-congratulation simply cannot be allowed any more. I welcome the broader debate about how this university can get beyond the sloganeering and public relations campaigns, and work for meaningful improvements in what matters most to students and parents, and what matters least to too much of the rest of the university — high-quality undergraduate experience, at a school with real integrity.

UC-AFT gets new president, executive director

Former UC-AFT President Jeremy Elkins has started a tenure-track position at Bryn Mawr College this fall, and long-time UC Davis lecturer and UC-AFT Vice President Kevin Roddy is finishing Jeremy's term as president.

Kevin will receive support from our new executive director, Sean Brooke, and from our former executive director, Rebecca Rhine, who will be returning as a consultant and advisor to help out the bargaining team. All three are highly qualified to see the UC-AFT through this critical period.

An accomplished teacher, scholar and poet, Kevin Roddy received his PhD at UC Davis and has been a Davis lecturer in Medieval Studies since 1976, a UC-AFT officer since 1986, and a principal member of the bargaining and UC-AFT Council strategy team during the past two years. Kevin was the recipient of the Excellence in Teaching Award in 1995, and the James Meyer Distinguished Achievement Award in 2000. Kevin's deep experience as both a lecturer and a UC-AFT leader mean he is well equipped to lead us through the next phase of organization. (Kevin can be reached by email at <kproddy@ucdavis.edu> and by phone at 530/752-4541.)

Coming aboard as UC-AFT's new executive director to help Kevin and the council is veteran labor union executive Sean Brooke. An experienced labor law attorney with a Juris Doctor degree from UC's Hastings College of Law, Sean also holds an MBA from San Diego State University and has studied politics and law in China. Sean's experience with the Chinese bureaucracy should stand him in good stead in interpreting signals from the mysterious UC administration. (Sean can be reached by email at <sbrooke@uc-aft.org>, and by phone at 510/832-8812.)

As our former executive director, Rebecca Rhine is intimately familiar with the negotiations and with our recent history. Rebecca can be reached by email at <rrhine@uc-aft.org>, and by phone at 510/832-8812. – *Steve Hopcraft*

Presidents' report (continued from page 2)

but it hits home if we consider the numbers of our own that we should have been able to bring out. At the Davis strike last May, and the Berkeley strike last August, those lecturers who insisted on staying in their classrooms were allowed to do so, as long as they explained to their students the critical issues and joined us on the picket line when they were not teaching.

This time, it was more difficult to make this allowance. For an important difference, clerical workers systemwide were going out, to a certain loss in pay; construction workers and teamsters who refused to cross the lines would also lose. It would hardly be mature for lecturers, who almost certainly would find their paychecks untouched, to ignore this disparity (even less so for the Senate faculty member at Davis who, though in agreement, said that he could not cancel his class because he "could not afford the cut in pay"). But an even more compelling rationale than solidarity is the nature of our outcry: should we teach a single class and ignore the strong possibility that those lecturers who are on year-by-year contracts will in time teach no classes whatsoever? This "churning" has occurred on a campus level at Irvine and Davis, at a division level at Santa Barbara and Riverside, at a department level at almost every campus, and at an individual level universally.

It is both sad and ironic that this prejudice against us will not change until we show how desperate we are: that we forget our pride and unashamedly beg our colleagues to become union members, that we do not let our celebrated special relationships with our departments lull us, that we challenge those Senate friends of ours who enunciate principles in their classrooms that they manage to avoid

living. We must, in other words, surrender the quiet, academic gentlemen's agreement that values comfort over right.

To those who feel I exaggerate, I ask, what opportunities do you have for research? Under what circumstances can you become a principal investigator seeking grant support (the newest assistant professor receives it automatically from date of hire)? Can you become the chair of the campus library committee? The teaching resources unit? The education abroad service? Do you have access to a computer and phone? Do you spend your own money for necessary materials? Do you care so much for the students, but are excluded from those processes that affect their academic environment? How many of you lecturers, at pre-six, make the administration's vaunted "weighted average" of \$43,081, or, post-six, \$51,183?

Perhaps benefits have been included in that weight, in which case the 45% of lecturers who are less than half-time have been spared this burden. Did you know, according to a document at the Office of the President's web site <atyourservice.ucop.edu/employees/policies/labor_relations> that "lecturers, whether long or short-term, can work full time"? Perhaps, since you might be taking home something closer to what the average lecturer does – \$25,444 – you simply didn't apply?

The answers to these questions constitute absolute proof of our disenfranchisement from the institutions we serve. Our cause is the university's cause. We have begun to make a difference; but before we can truly return to our desks and our classrooms, we must earn the respect we seek, we must insist on being included, we must demand the opportunity to participate as full members of the university.

Plantation or University? A short video by Fred Glass chronicling the spring UC Davis strike and the late August Berkeley strike. Starring UC-AFT members, CUE members, and a supporting cast of students, librarians, labor leaders, elected government officials and more. Thrill to the picket line chants! Fear the administration officials who lie without batting an eyelash! And especially get up and dance to the beat of the music at the end as a thousand demonstrators in front of the UC President's office pour into the street and boogie to Aretha's "Respect!" For your free copy, send your street address via email to Donna Siu at <cft2donnas@aol.com> and put "Plantation or University" in the subject line.

Wages and workload top librarians' bargaining agenda

by Kenneth Firestein,
Unit 17 bargaining team member

Librarians will begin the bargaining process with the administration in about five months. Our three-year contract expires June 30, 2003, and in this round the issues are likely to be more of the same from the last sessions, and new stuff, too. The last bargaining was tough while the economy was good. Now the economy is not good and while tough negotiations may be expected, the development of trust and cooperation is necessary, too.

Money issues are always important but the economy is different now than it was in 2000 and 2001. The last contract introduced a new salary scale that improved the pay of those beginning their careers here at UC and offered new levels for those of us here for many years. This was a good thing during good economic times but nevertheless more needs to be done. Proposals will be developed which will challenge the administration in these harder economic times.

Today there are increasing numbers of students and faculty but decreasing numbers of librarians. The result is "work speed-up" which must be addressed and mitigated. There are more people to serve and less of us to do the work and that is becoming intolerable. Workers are suffering, the work is suffering, and the people we are serving are being left on their own and are not getting the service they should!

Personnel and grievance issues are important. The last contract inserted language into our contract that is intended to ensure our rights. This language was essentially in the administration's Academic Personnel Manual (APM) but could be and was changed by the administration unilaterally. While it is true there were pro forma consultations with the Librarians' Association of the University of California (LAUC), there were some changes to the APM which were opposed time and again by the majority of LAUC. The mere advisory role of LAUC was then highlighted by the administration when

it acted favorably toward some of its LAUC members (supervisors, not surprisingly!). With our new contract, unit member rights are assured for the period of the contract since the APM language is now in our contract and so it cannot be changed without real negotiations. Our rights are now preserved and asserted by contract. This was an important change for us and what we also want and will negotiate is the right to neutral third party arbitration.

I hope that other issues will be developed. Non-economic ideas would be welcome and wise to pursue in these troubled economic times. The administration would be wise to work with us in an alliance to get public support. The terrible times experienced by lecturers and CUE and other workers and unions does not breed the cooperation and spirit of community in the university which would be good to establish. The university is its workers, its students, and its administration, and all parts of the university are valuable and due respect.

A more open and honest sharing of information and procedures from the administration would be an important step. Currently, we have seen strikes, and, for quite a while, frustration and distress bordering, I think, on despair, have gripped colleagues of ours at the university because of unfairness and obstinacy on the part of UC. Doing excellent work should lead to respect and

security of employment and reasonable benefits.

We are seeing costs rise for all of us for health insurance while also seeing paltry cost-of-living adjustments (COLAs). Tradition means nothing to UC as it fails to offer a good health plan at no cost to employees. Traditionally, such a plan has been available, but while a mere 1.5 percent COLA may cover the increased costs for management, with their stipends and higher pay, those of us on the line for the students and staff and faculty will suffer losses not felt by the administration. This is unfair and probably not necessary. It is certainly not a proven fact the university cannot afford to do better.

This unfairness will lead, if it has not done so already, to distrust and dissension in a great number of employees at UC. I, for one, can only hope that the administration changes its ways that for years have been clearly anti-union and anti-worker.

The administration is only one part of the university and among other things it needs to do a better job of sharing information and facts with other parts of the whole. Trust and cooperation can only develop if the administration does a better job.

Kenneth L. Firestein is Library Teaching Coordinator/Reference Librarian at UC Davis' General Library. You can reach him at <klfirestein@ucdavis.edu>.



Vanessa Taft, photo

Librarians join their lecturer and clerical co-workers for a noontime rally, in the shadow of UC Berkeley's Main Library

Members of lecturers' unit 18

UCLA's Seeds University teachers take home big pay increases

By Kevin Cronin and Jane Hundertmark

The demonstration teachers at Corinne A. Seeds University Elementary School in Los Angeles watched their union membership surge to 98 percent as the result of a newly restructured salary schedule that boosts teacher pay 4 to 17 percent and provides up to \$15,000 more per year for senior teachers.

Seeds Elementary is the laboratory school of UCLA's Graduate School of Education and Information Studies and traces its roots back more than 100 years. As one of the few remaining laboratory schools in the nation, it has come to be recognized as a national educational resource.

"Only with the expert help of the California Federation of Teachers were we able to create a comprehensive salary scale that corrected the serious gaps in our previous scale and brought our new scale more in line with others in Los Angeles County," says faculty member and chief negotiator Ava de la Sota. CFT is the parent organization of UC-AFT.

The school serves about 430 students (four-year-olds through sixth graders) and derives a portion of its funding from the University of California; the remainder of its funds come from tuition and fundraising.

Because of its UCLA connection, the 29 demonstration teachers at the school belong to the lecturers' unit, represented by UC-AFT. Historically, the salary schedule for Seeds faculty has been one of the final components negotiated between the union and the university.

Recognizing the current state of protracted negotiations between the lecturers and UC, and knowing the Seeds salaries were falling far behind the Los Angeles norm, CFT staff stepped up to assist in preparing a comprehensive salary schedule for the Seeds teachers.

Additionally, many senior teachers at the school had been stuck for several years in one salary schedule step with no chance of increases.

Combining the expertise of the CFT Research and Field Services Departments, the union began the lengthy process of comparing salary schedules in Los Angeles County. After reviewing the data and factoring in the additional responsibilities of a demonstration teacher, a new schedule more in line with others

in the region began to take shape. It included four new longevity steps to provide senior teachers long overdue pay increases.

The Seeds faculty unanimously supported the new schedule, and on August 26 the university — under pressure from UC-AFT as well as Seeds faculty, administrators and board of directors — reluctantly agreed to it. Just a few weeks ago Seeds teachers elatedly took home their retroactive checks at the new pay levels.



The teacher bargaining team members who helped negotiate substantial pay raises for the faculty at Seeds University Elementary School, left to right: Kevin North, Ava del la Sota, and Jan Powell. Not shown: Joan Major and Doris Levy

Kevin Cronin photo

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