

Article	Summary of Changes
1	No changes
2	No changes
3	Insertion of language from Faculty Code of Conduct that outlines how NSF should approach issues such as collegiality and interaction with students.
4	No changes
5	No changes
6	New language that requires UC to notify the Union when it moves NSF from annual to quarter-to-quarter appointments, as well as providing a reason for such a move. Saving money on benefits is not a legitimate reason for making such a change.
7a	Letters of Appointment to be issued on June 1 (not June 15); removal of union burden of proving UC intent in churning grievances; clarification on when NSF can be replaced with other academic appointees
7b	Clarifying that excellence reviews committees at the Departmental level are not confidential; clearly articulating when needs assessments and excellence reviews must be completed.
7c	Clarifying that UC may not reduce continuing appointment percentages if there is need for an NSF's courses; clarifying what happens when a UC adds a section of a course that an NSF is qualified to teach
8	Clarification that lecturers do not have to pay for substitutes IF the University requires them to have substitute instructors.
9	Clarification that the new on-line article on distance learning will trump any reference to distance education in this article
10	Strong clarification of definition of files; changes throughout the MOU to reflect these new definitions
11	Benefits that apply to faculty continue to apply to NSF; mandatory reopeners if UC changes benefit contributions for part-time employees and/or if a second UCRP tier/plan is introduced.
12	Clarifies that fiscal year employees earn sick leave
13-16	No changes
17	Changes definition of seniority; clarifies that layoff can only happen when actual need goes away; clarification on what happens when "alternatives to layoff" are considered; strengthened restrictions on when NSF can be replaced by graduate students; strengthened recall rights.
18-20	No changes
21	3% "supplemental merit" program for those NSF who were

	appointed, reappointed, passed the excellence review, or who had a “successful” merit review—defined here as a one-step increment or better. Those excluded are those on remediation plans and those who are subject to discipline. BY AGREEMENT salaries also excluded.
22	The Union will be given merit review procedures as they are developed; these will also be provided to lecturers IF they request them.
23	Meet and Discuss in February about UCLA Summer Sessions refusal to mitigate excess tax withholding, as other campuses have done, for summer earnings for those NSF with academic year appointments.
24	Arbitrability for most workload disputes that cannot be resolved at the campus level; list of duties that get equivalencies now in the article (and not in the appendix); table talk about what should happen when those who are in foreign language programs, and therefore teaching 8 courses per year, are reduced in time.
25	The Union will now pay for most printing of contracts; the union will also prepare the proofs, which should result in quicker distribution of contracts.
26	No changes
27	UC will keep member status active for 60 months after an NSF leaves, so that, upon return, NSF can retain membership without rejoining; UC to correct dues withholding errors more expeditiously
28-29	No changes
30	MUCH clearer language and process for discipline and dismissal; better protections for NSF who might be subject to the process; UC no longer has to issue a letter of intent that it will issue a letter of censure.
31	No changes
32	Faster Grievance Processing; confirmation that those with authority to make changes will be decision makers in the grievance process.
33	Simultaneous appeal to Step 3 and Arbitration; processes created to make the slow arbitration process move faster.
34-36	No changes
37	Addition of Faculty Code of Conduct section to waiver article; reinforced discussion of copyright protections as well.

38-39	No changes
40	Three Year contract with automatic salary reopeners each year. Benefits MAY be opened also (if UC makes changes to the plans that affect part-time employees or creates a second tier pension plan). 2 additional articles each year to be opened.
41	No changes
NEW ARTICLE	On-line education. UC must bargain any changes that will take away or alter NSF work in this area.