

UC-AFT Unit 17 Opening Proposal **April 2, 2012**

Under an agreement between the UC-AFT and the University Administration, the parties will open bargaining not by proposing specific contract language but with a conceptual explanation of the reasons they are proposing modification of particular articles in the Unit 17 Memorandum of Understanding (Contract). We will be discussing the articles in which we are seeking change, but the parties have also agreed that other articles may be opened later that are not mentioned here, but only if they are tied to concerns raised here (or in the University Administration's opening proposal) or that help resolve concerns raised here, and not to seek new or additional goals.

The UC-AFT proposes opening the following articles in the Unit 17 Memorandum of Understanding for modification:

Article 1: Recognition -- We want to address the concern that in some cases, librarians are being moved out of Unit 17 and into management, not because they are being given new supervisory duties, but in order to provide them with stipends that are not available to members of Unit 17. This appears to be part of an attempt to work around a salary scale that is too far below the labor market to retain high-quality workers. We would like to modify the recognition article so that it is clear that Unit 17 librarians are only moved out of the unit when they have actual supervisory duties that include hiring, firing, and/or disciplining other members of Unit 17.

Another issue we would like to address in Article 1 is the possibility of faculty status/prerogatives for Unit 17 librarians. The issues include percent pay increase parity, emeriti status, and participation in the Senate and/or on Senate committees.

Article 3: Professional Activities and Development – Our concern is that the funding available to Unit 17 librarians is not adequate to support research and attendance at professional conferences that are necessary for the professional development of our members. We are concerned that members of Unit 17 do not have access to the discretionary funding that is apparently available to library managers (in addition to the basic Professional Development Funding provided through the MOU for Unit 17 librarians). Members of management are being funded to attend conferences that appear to be as much, if not more, related to the work being done by librarians in Unit 17. It is not just the Unit 17 librarians that are being harmed by this, but also the various patrons that they serve, including students, faculty, and the general public in California. We want to clarify what funds in the UC libraries are available for professional development support and to see that they are fairly distributed to librarians at UC.

Article 4: Process for Merit Increases, Promotion, and Career Status –
Article 5: Criteria for Appointment, Merit Increase, Promotion, Career Status Actions –

Article 6: Definition, Criteria and Terms of Service for Appointment and Promotion –

We want to clarify the criteria for promotions. This concern includes not allowing any union work to be considered as professional work on some campuses, unrealistic assumptions about the ability of Unit 17 librarians to do Category II, III, and IV work, and, also, what might appear to be the opposite, i.e., removing consideration of Categories II, III, or IV in reviews and deprofessionalizing librarian work. We are also concerned about what appear to be arbitrary promotion processes on some campuses and a failure to follow existing process and procedures in librarian reviews on some campuses as well. We also have concerns related to the professional control by Unit 17 librarians of their daily work and how their day-to-day work is managed in some libraries. There also may be some modification necessary in Article 3 to address this issue.

Article 8: Assignments, transfers, Reassignments –

Article 9: Layoff –

Article 19: Temporary Employees –

We want to open these three articles to address a number of workload and organizational issues that have resulted from the reduction of resources in a number of UC libraries. When there are separations for any reason and the vacant position is not re-filled, UC libraries use a number of approaches that we believe unnecessarily reduce the quality of service provided by UC libraries to their patrons. These include misuse of temporary employees, misuse of library assistants and students for librarian work, and the arbitrary use of transfers. For our members these are job security and workload issues, but they also have a negative impact on the quality of service provided by the UC libraries. Addressing these issues may also require modification of Article 1: Recognition.

Article 14: Salary – We are seeking a new salary scale for Unit 17 that addresses a number of issues, including: comparable pay with librarians at the California State University, an offset for benefit cost increases, addressing real pay reductions that result from inflation over the past decade, compression issues, retention and recruitment issues, and the way in which “Distinguished Librarian” status is used on some campuses to limit access by our members to the top steps of the librarian scale. We believe that pay for librarians at UC is about 19% behind pay for comparable librarians at CSU, and we are very interested in a multi-year solution that will allow us to address all of these issues. Improving librarian salaries is our number-one focus in bargaining. We believe that if we can fix this problem, several other problems that are related to this issue will be easier to resolve.

Article 16: Fee Waiver – We want to clarify tuition reimbursement for classes related to librarian work.

Article 22: Vacation –

Article 23: Holidays –

Article 34: Flexible Work Arrangements –

We want to bargain arrangements that allow for remote work during holidays and vacation rather than forced vacations during such closures. While the MOU currently provides for such possibilities, we believe that they are being unreasonably withheld on some campuses.

Article 35: Duration – We believe it will be necessary to open this article in order to address the possibility of a multi-year agreement which would provide sufficient time for UC to respond to our concerns about comparable pay issues.

Although we seek no changes in the following articles for their own sake, we believe that some modification of them may be necessary to address our concerns in the other articles that we are opening:

Article 26: Grievance.

Article 27: Arbitration.

Article 28: Alternative Dispute Resolution.

All Appendices and Side Letters.