

Lecturer Accomplishments

2000-2018- Negotiated increases in minimum pay from \$28,968 in 2000 to \$54,736 in 2018.

2017

- Stopped the University from eliminating the summer session retirement benefit on several campuses
- Established third-year mentoring review in MOU
- Negotiated 5% payment in lieu of retirement benefits for NSF with appointments between 25 and 49%
- Reduced workload by 1 course per year for UCB foreign language lecturers
- Established special committees at UCSD and UCLA to investigate churning of pre-six lecturers
- Added language allowing credit toward continuing status from time teaching at other UC campuses, and possibility of credit toward continuing across departments

2013

- Negotiated increased access to third-party arbitration to enforce contracts

2007

- Negotiated the right to a review prior to a reappointment decision for pre-sixth year Lecturers
- Negotiated major pay increases for long-time Lecturers, and substantial increases for all members of the unit, including UC's first ever guaranteed cost of living increases for '07, '08, and '09
- Negotiated reductions in workload for writing and language Lecturers on most campuses
- Negotiated new provisions which allow unit members to challenge the workload value assigned to their courses, and created an enforceable mechanism to get compensation for all work expected of Lecturers by the University

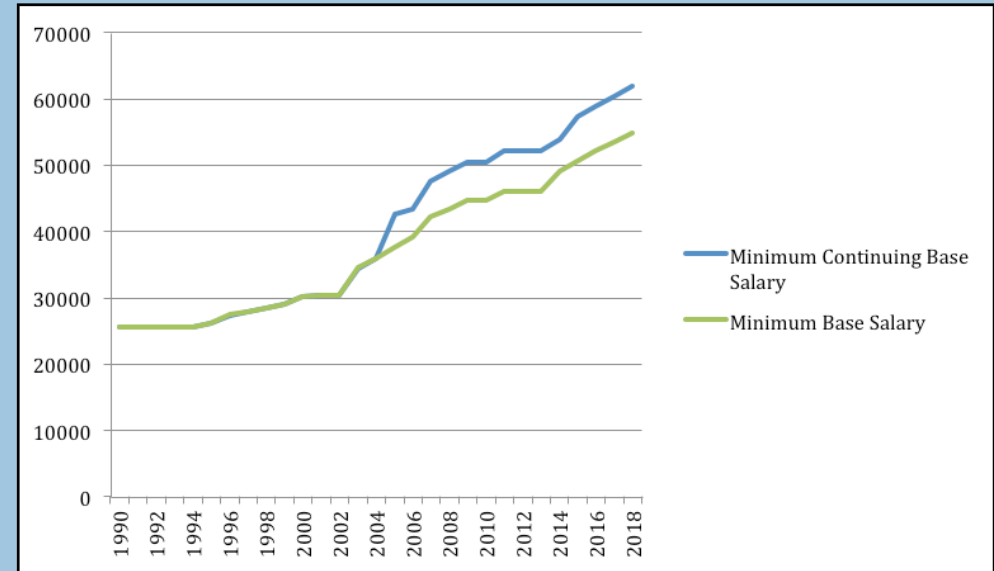
2005

- Won a systemwide settlement including backpay for Lecturers who had been overcharged for insurance benefits after a unilateral change in benefits by the University

2003

- Negotiated the Continuing Appointment for Lecturers who pass an excellence review after six years of teaching in the same department
- Negotiated a professional development fund solely for lecturers for research, conferences, etc.
- Expanded third party arbitration to most articles of the MOU.

The UC-AFT Difference



UC-AFT Negotiated Increases to Lecturer Minimum Salary 1990-2018

1.5% in dues = 4.2% average minimum annual increase in Lecturer salary from 2003 to 2018.

Merit increases are in addition to the increases above.

Note the significant increase in salary after 2000, when the Fair Share fee became law in California.

These are the real gains in economic security that UC-AFT has negotiated for our members. A major factor in our ability to achieve these gains is the Fair Share fee, which became law in 2000. Fair Share allows unions to charge all represented employees, not only members, a “fair share” fee for the cost of representation. Our collective financial resources have empowered UC-AFT to negotiate better contracts and to support our members through contract enforcement. Our **future success** depends on our members continued commitment to pay union dues, our ability to work together, to share information with colleagues, and to support each other as we continue our fight for faculty equity and quality higher education.