



Nadine Fishel
Associate Director, Labor Relations
University of California, Office of the President

November 29, 2022

RE: Cease and desist changes to UC-AFT Unit 18 service period.

Dear Ms. Fishel,

It has come to the attention of the UC-AFT that Mary Ann Smart, Chair of the Berkeley Division of the Academic Senate unilaterally implemented a change in the working conditions of our bargaining unit members on November 23rd, 2022. In her email to UC Berkeley she informed faculty—including Unit 18 lecturers—that administration expected final course grades should continue to be calculated until December 31st, 2022, which is two weeks past the scheduled end date for the fall semester. Pursuant to Article 6.B.2, “[t]he service period for semester-based appointments shall be the start of the semester through the end of the semester dates.” Thus, at all times prior to November 23rd, unit members’ working conditions were such that no faculty member was expected to perform their duties beyond the end of the fall semester.

Therefore, we insist that the University immediately cease and desist in the unilateral implementation/change of working conditions for Unit 18 teaching faculty at UC Berkeley and all other campuses where grading deadlines are extended beyond the service period, and we demand that the University notify all bargaining unit members that they are not expected to perform any duties beyond December 16, 2022 or the stated service period for each campus. Given that Unit 18 lecturers are not required to work beyond the end of the fall quarter or semester, any refusal to perform work beyond the service period would not violate the no strikes provision of the MOU and would constitute protected activity under HEERA.

Thank you in advance for your time and attention to this important matter.

Sincerely,
Katie Rodger, UC-AFT 1474 Presiden
John Branstetter, UC-AFT 1474 Vice President for Unit 18

