

New UC-AFT Contract: What's in It for Me?

Everyone:

3.2% Salary increase May 1 (June 1 paycheck).

3% Salary increase July 1 (first paycheck of the 2016-17 academic year)

2.5% Salary increase July 1, 2017 (first paycheck of the 2017-18 academic year)

2.5% Salary increase July 1, 2018 (first paycheck of the 2018-19 academic year)

In fiscal year 2019, whatever salary increase the Senate Faculty get

Improved non-discrimination article

Improved accommodation for disabilities article

Clearer language about annual appointments

Inclusion on departmental websites, campus directories, and schedules of classes

Much improved article about leaves of absence

Pre-Continuing Lecturers

Opportunity to have one combined appointment instead of multiple appointments in different departments

The possibility of transferring previous UC experience on a different campus to a new campus

Clear, centralized job postings

A mentoring meeting in the third year between the Lecturer and a Department Chair to discuss the Lecturer's teaching

A larger salary increase in the 10th quarter or 7th semester (6% instead of 5%)

A smoother transition through the excellence review

A right to future classes if one is deemed excellent, equal to the two-year reemployment rights enjoyed by Continuing Lecturers

Lecturers working at less than 50%:

Special Lump sum payments in the next three years:

For people who are not in the Pension Plan (UCRP), a payment in 2017 equal to 5% of 2015-16 earnings to cover the absence of social security and other retirement benefits in this academic year. This payment only applies to those who teach at least 25% in this academic year, who have taught at least six quarters or four semesters by June 30, 2016, and who are appointed for at least one term next academic year.

A five percent lump sum payment in 2018 to cover the absence of retirement benefits in the 2016-17 academic year, subject to the same rules as above.

A five percent lump sum payment in 2019 to cover the absence of retirement benefits in the 2017-18 academic year, subject to the same rules as above.