

## UC-AFT Victories and Accomplishments

### 2016-2020 Unit 18 Lecturer Contract

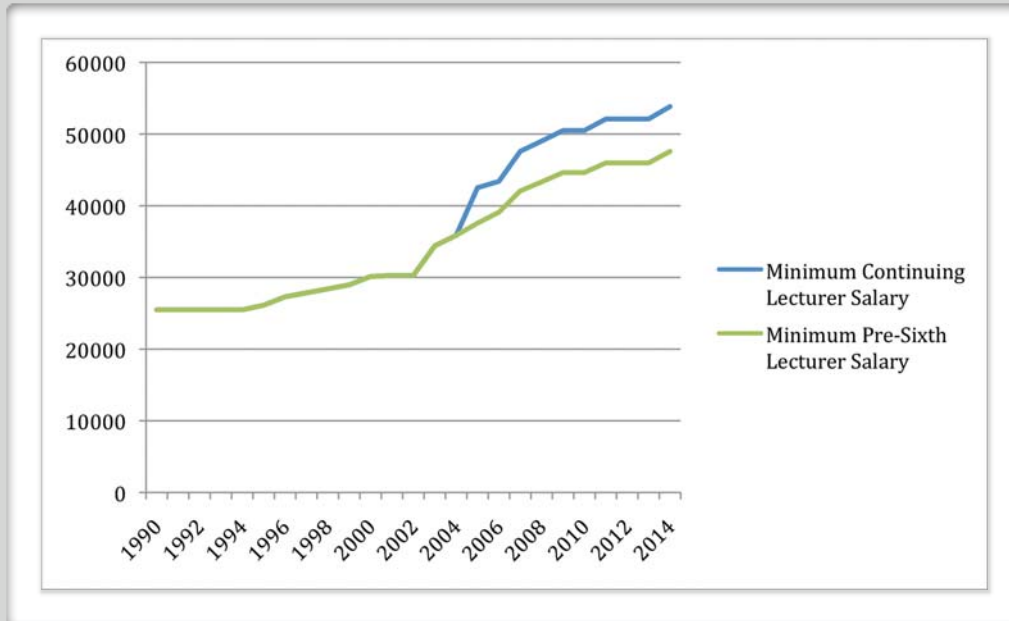
- 12% Cost of Living raises
- Stipends in lieu of retirement benefits for some lecturers with appointments under 50%
- Possibility of joint appointments in multiple departments
- Possibility of one year service credit when transferring between campuses
- New third-year mentoring meeting for pre-continuing lecturers
- Codified expectations that lecturers will be listed on department websites
- Improved non-discrimination language
- Clarified that if a department intends to hire you for an academic year, they must offer an annual appointment, not quarter-by-quarter appointments
- Larger automatic salary increase in 10th quarter of teaching (now 6%)

### Previous Unit 18 Contract Gains

- Continuing appointments
- Health and Welfare Benefits eligibility
- UCRP eligibility
- Prohibition on churning
- Right to office space and other instructional support
- Establishment and growth of Professional Development Funds (PDFs)
- Reductions in workload for writing and language lecturers
- Minimum pay guarantees

# Why Our Union Matters

## The UC-AFT Difference



UC-AFT Negotiated Increases to Lecturer Minimum Salary 2000-2014

1.5% in dues = 4.5% average annual increase in Lecturer minimum salary from 2000 to 2014

The graph above shows the real gains in economic security that UC-AFT has negotiated for our members over the last decade. It is not a coincidence that most of these gains were achieved after the fairshare fee law was enacted in 2000. **Our true power lies in our collective contribution and participation within the organization.** Our collective financial resources have empowered UC-AFT to negotiate better contracts and to support our members through contract enforcement. Our **future success** will come from greater member participation as we continue the fight for faculty equity and quality higher education.

## What You Can Do for UC-AFT

We encourage every Lecturer to be an active union member. Most fundamentally, the Union **is** our members, especially our **active members** and the leaders elected from among them. Union member activism is the key to our individual and collective power as educators and professionals. Please consider contributing to our union's efforts in some of the following ways:

- Know your rights! Bookmark the Unit 18 Contract on your browser. Alert the union if you have concerns.
- Read our e-mails, newsletters, and other communications--we only send pertinent information.
- Get to know your Local's executive board members, grievance steward and field representative.
- Attend UC-AFT functions, including e-board and general membership meetings, and social events.
- Give new Lecturers in your department information about UC-AFT, and ask them to join the union.
- Host a UC-AFT meet n greet in your building (Field Reps can help with this).
- Share your ideas and suggestions about UC-AFT's direction and strategies.
- Run for a seat on your Local's executive board.

# Why Our Union Matters

## UC-AFT Accomplishments

Our strength in bargaining reflects the level of members' engagement and support. Below are a few of UC-AFT's recent accomplishments in contract negotiations. We hope to do even better in the coming year with our members' help.

2000-2014: Negotiated increases in minimum pay for pre-sixth year lecturers from \$28,968 in 2000 to \$47,584 in 2014, an average annual increase of 4.5%.

### 2003 Contract negotiations established:

- Continuing Appointments for lecturers who pass an excellence review after six years of teaching in the same department or program
- Prohibition on the churning of pre-six year lecturers for the purpose of saving money or avoiding granting a continuing appointment
- The right to safe office space and instructional support equal to Senate members
- Assurance that reviews must only be based on academic review file material, and the right of lecturers to challenge misinformation in their files
- Limits on replacement of continuing lecturers or lecturers under review for a continuing appointment with visiting professors, adjuncts, new lecturers, or GSIs
- A professional development fund solely for lecturer research, conferences, etc.

### 2007-8 Contract negotiations established:

- The right to be considered for reappointment for pre-sixth year lecturers
- Benefit coverage for more part-time and intermittent lecturers
- Major pay increases for long-time lecturers, and substantial increases for all unit members, including UC's first ever guaranteed cost of living increases for 2007-09
- Reductions in workload for writing and language lecturers on most campuses
- Provisions allowing unit members to challenge a course workload valuation, and an enforceable mechanism to assure compensation for all work expected of lecturers
- Minimum pay guarantees for lecturers

### 2011-14 Contract negotiations established:

- Reduction in the number of reasons for which continuing lecturers could be laid off
- Increased access to third-party arbitration to enforce contracts
- A 3.5% cola for 2013 and 3% cola for 2014
- Protections for retiree health care coverage

# Why Our Union Matters

## 10 THINGS EVERY PRE-CONTINUING LECTURER SHOULD KNOW

- 1. You are represented by UC-AFT:** University of California lecturers and other teaching faculty titles (e.g. teacher of special programs, field coordinator) are represented by the University Council-American Federation of Teachers (UC-AFT) and covered by the Bargaining Unit 18 contract (link at [www.ucaft.org](http://www.ucaft.org)).
  - 2. “Pre-six” lecturers:** Pre-six lecturers have taught at least one course in a single department or program for fewer than 12 semesters (excluding summer sessions), and do not have a continuing appointment.
  - 3. Departments and programs are not obligated to re-appoint “pre-six” lecturers:** Departments and programs are not required to give notice to or renew the appointments of pre-six lecturers. Departments may appoint a new lecturer to teach the same courses taught by a pre-six lecturer the previous semester, unless that decision is made to avoid an excellence review or to save money on a lower salary.
  - 4. Pre-six lecturers have a right to consideration for re-appointment:** Pre-six lecturers have the right to be considered for reappointment in the year or semester following an appointment if there is instructional need (e.g., if one or more courses that the lecturer has taught or is qualified to teach will be assigned to a pre-six lecturer). To be considered, a lecturer must notify the chair or other appropriate department administrator that s/he wishes to be considered for reappointment. Make this request early, do it in writing (email is fine), and keep a copy of it along with any reply.
  - 5. “Churning” is prohibited:** Departments cannot replace (“churn”) pre-six lecturers with newer hires to 1) prevent lecturers from becoming eligible for an excellence review and continuing appointment, and/or 2) save costs by paying a new lecturer a lower salary.
  - 6. Continuing lecturers:** A "continuing lecturer" has taught at least one course in a department or program for more than twelve semesters and has passed an Excellence Review, which is normally conducted during the academic year that includes the anticipated 12th semester appointment. Departments often do not give lecturers all the information they need about this review. If you are approaching your Excellence Review, you should talk with a union representative and/or attend a review workshop.
  - 7. Continuing lecturers have a relatively high level of job security:** A continuing lecturer's appointment does not have an end date, cannot be described as “temporary,” and does provide important job protections, including seniority rights. The job protections for continuing lecturers are less extensive than academic tenure, but a continuing appointment provides greater job security than a pre-six lecturer appointment.
  - 8. Discrimination is prohibited:** Departments may not discriminate against lecturers based on gender, race, religious affiliation or union activity (e.g., participating in a rally, talking about the union, or asserting your rights under the contract).
  - 9. The Unit 18 contract appointment articles can protect your interests:** Articles 7a, 7b, and 7c in the Unit 18 contract deal with pre-six and continuing appointments. They are worth reading.
  - 10. UC-AFT is here to support you!** If you have questions about anything related to your contract or your position, please contact us quickly to learn your options. If you wait too long, you can lose your rights. We will keep your inquiry confidential. Consulting with your union representative is a normal, routine part of teaching here, it is your right, and it may be the best or only way to get a definitive answer to your questions.
- \*Join the Union today:** Please submit a membership form at [bit.do/ucaft](http://bit.do/ucaft). Joining takes just a few minutes, and does not change your deductions. Your department will not know your membership status. By increasing the union’s membership numbers, you strengthen the union’s leverage to bargain better protections and pay, and you may vote on new contracts and in local officer elections. For more information, go to [ucaft.org](http://ucaft.org).

## Unit 17 Librarians--Know Your Rights!

### Merit Increases and Accelerations

To receive accelerated merit, one simply requests a greater-than-minimum number of points. There is no maximum number of extra points you can request. There is **NOTHING** in the MOU that prevents you, or your RI, or your peer-review committee from recommending a specific number of points. UC-AFT works to ensure that campus review committees understand that the MOU requires “a comprehensive report and recommendation for action” that includes a recommendation on the number of points to award.

It is important that you make the case for the level of merit increase you deserve in your personal statement. Be sure to specify the number of points you think you deserve based on your performance.

### Workload and Statements of Responsibility

Workload is often a concern for librarians. Fortunately, the Unit 17 MOU contains protections from an excessive or unreasonable workload in *Article 7 Assignments, Transfers and Reassignments*:

- Within 30 days of hire and at the commencement of each review period, an updated Statement of Responsibilities (SOR) needs to be written, and then reviewed and signed by the librarian.
- Librarians should have a copy of the SOR, and a copy should be placed in the librarian’s personnel file.
- If significant duties are added during a review period, these duties need to be reduced to writing and added to the SOR. Changes need to be reviewed and signed off by the librarian.
- If you believe that your workload is excessive or unreasonable, you should first consult with your review initiator. If your concern persists, you have the right to appeal to the next level of supervision.

An up-to-date and accurate SOR is required by the contract, and it’s essential for a successful workload evaluation. UC-AFT strongly recommends that you review your current SOR, and if it does not adequately reflect your assignment, initiate a meeting with your supervisor to update it. If you have questions or concerns about workload, please contact the UC-AFT representative within your library right away.

## Unit 17 Librarians--Know Your Rights!

### **Professional Activities**

Professional activities outside of the university are essential to the work that we do to keep UC libraries at the forefront of the great research libraries.

Our contract strengthens our professional status in three key ways:

- It clarifies that professional activities, service, and research (criteria B-D) can be relevant to a librarian's career path, and not merely to a librarian's primary job description.
- Research is clearly defined to include any academic research, not just that which pertains narrowly to the field of library science.
- A description of activities accepted as research is available under criterion D.

One area of our contract that needs to be improved is the amount of professional development funds that librarians receive. The current funding is inadequate, and it does not reflect the significant contribution our professional work makes to the university. Increasing the amount of professional development funds will be a priority in our next round of negotiations. UC-AFT is committed to continually advancing the professional status of UC librarians.

## Know Your Rights, Unit 18 (Lecturers)

Have you taught fewer than 10 quarters?

*You're entitled to a mentoring meeting with your department chair by your 9th quarter. You also get an automatic 6% raise when you enter your 10th quarter.*

Do you have an appointment percentage between 25% and 50%?

*You may be entitled to a stipend for retirement savings.*

Are you going to have or adopt a baby? Do you need to take a leave of absence to care for a sick family member?

*You're entitled to both paid and unpaid leaves of absence.*

Are you hired on a quarter-by-quarter basis even though you teach all three quarters of the academic year?

*Departments are required to hire you for the full length of time they intend you to teach.*

Does your department exclude you from its website and schedule of classes?

*Our contract says that you should be included.*

Have you taught fewer than 18 quarters at UCLA?

*Learn about the excellence review, which could lead to a continuing appointment and increased job security.*

Do you need office space, a computer, lab equipment, a mailbox, or access to photocopiers or storage?

*You're entitled to all these things.*

Concerned about how the changes to the UC Retirement Program could affect you?



*Your current contributions and benefits should remain unchanged, although future colleagues may be affected.*

Has your department told you they intend to hire you, but they still delay your appointment letter?

*You're entitled to receive notice of your appointment in a timely manner.*

Do you teach cross-listed courses?

*You can get credit toward a continuing appointment in either department.*

Do you teach in multiple departments?

*You may be eligible for a joint appointment.*

Will you be moving from one UC campus to another?

*You can request a year of credit toward a continuing appointment.*

Want to know about job openings for lecturers at UCLA and on other UC campuses?

*The UC is required to post them.*

Do you teach controversial subjects?

*You're entitled to academic freedom protections.*

Could you use a grant to attend a conference, work on a manuscript, or develop a new class?

*We're entitled to Professional Development Funds (PDFs) every year.*

Have your rights under the contract been violated?

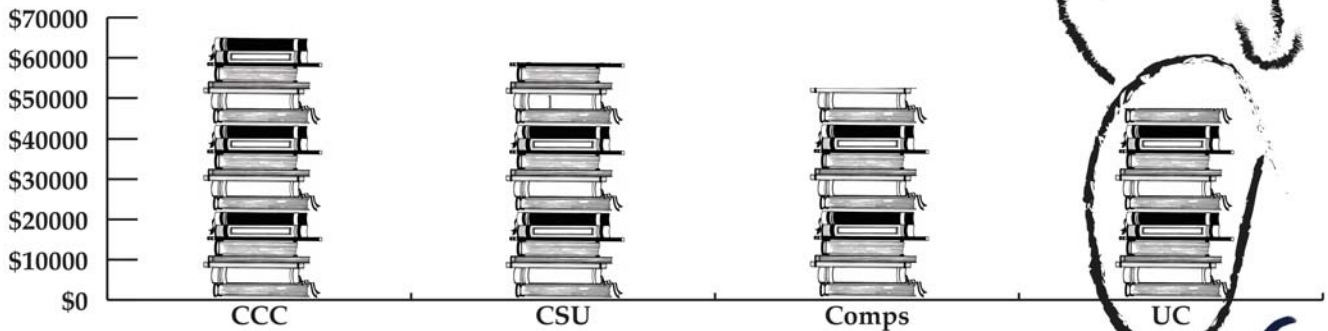
*You have the right to file a grievance.*

Are you concerned about your benefits eligibility over the summer?

*You may be eligible for Benefits Bridge, which entitles you to keep your benefits even if you're not teaching.*

# UC Librarians Deserve Salary Parity!

<i>Average Pay for Entry-Level Librarians</i>	
CA Community Colleges: <sup>1</sup>	\$65,055
Cal State Campuses:	\$58,968
Comparison Institutions: <sup>2</sup>	\$51,650
UC Campuses:	\$47,722



1. Average annualized salaries from 10 CCCs near UC campuses.

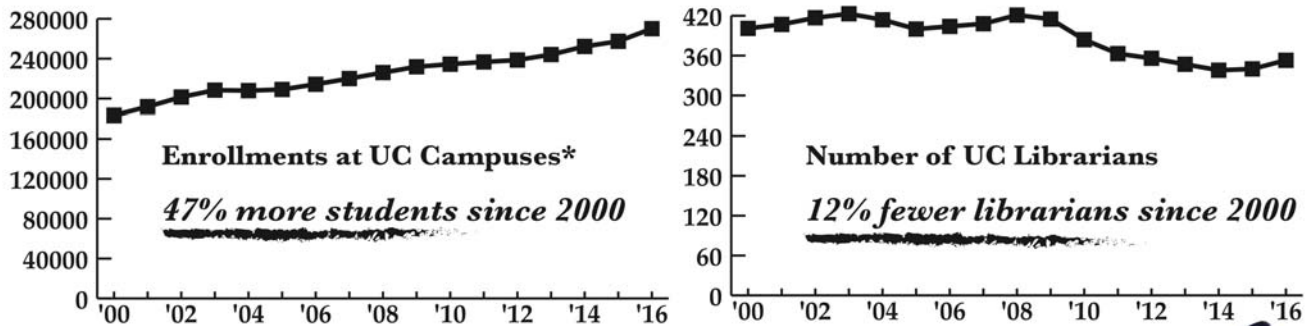
2. ARL data on Harvard, UIC, MIT, Michigan, SUNY Buffalo, Virginia, Yale.

**#UCLibrariansRock! For more info, go to [ucaft.org](http://ucaft.org)**



# UC Librarians Deserve Fair Workloads!

Workload keeps rising as  
enrollments increase and  
the number of librarians decreases.



\*Data Source: <https://www.universityofcalifornia.edu/infocenter/fall-enrollment-headcounts>

#UCLibrariansRock! For more info, go to [ucaft.org](http://ucaft.org)

