

Working together to protect our pensions

page 3

INSIDE

Part-timers
and Social
Security, 4

Lecturers at
the table, 5

Angelides for
governor, 6

Contingent
academics
meet, 10



BOB SAMUELS, UC-AFT PRESIDENT & MIKE ROTKIN, VP FOR ORGANIZING

Legislative funds for academic salaries not spent for instruction

One of our major goals for UC-AFT this year will be to push for legislation that requires the University of California to give all lecturers and librarians the full salary increases that have been approved by the state Legislature and the governor.

This political work is necessary because, as in the past, we have been informed that instead of getting the full 4% salary increase that all academic employees are scheduled to receive this year, we will only be getting 2%. The reason for this deduction is that the University claims that it needs the other 2% to pay for merit increases and other related costs.

However, legislators have told us that they have already included merit increases in their calculation of the UC instructional budget. In other words, the state sends money to the University for salary and merit increases, but that money does not go where it is supposed to go. Making matters worse, the UC fiscal year starts in July, but we only see our salary range increases show up in our paychecks in November. Therefore, we are losing four months of our funded increases.

We have also been told by state legislators in the past that when they provide UC with funds for academic salaries, the assumption is made that the average teacher at UC is an assistant professor, step 3. The Legislature then appropriates funds based on a calculation that essentially multiplies the number of faculty in the UC system by the salary for an assistant professor, step 3. To that number, additional funds for merit increases are included on the assumption that roughly one-third of the faculty will get merit increases each year.

In fact, the average pay for faculty members in the UC system is not that of an assistant professor, step 3. Since close to half of the undergraduate teaching at the UC is done by non-Senate faculty (pri-

marily lecturers), and this group is paid at a much lower rate than Senate faculty, the average academic salary at UC is probably closer to an assistant professor, step 1. We want to know what happens to the difference between what the Legislature provides UC, and what they actually spend on academic salaries.

In fact, we have recently pointed out to several state politicians that while they have done a good job investigating the compensation scandals in the UC system, everyone has failed to ask about the origins of all this secret money. We have good reason to believe that money earmarked by the state to pay for employee salary increases and other instructional matters has been diverted to pay for hidden administrative perks. Furthermore, due to this diversion of funds, class sizes are getting larger in the UC system, new faculty hires are not keeping up with increases in student enrollment, and faculty salaries are remaining below the national average.

As a prime example of the financial situation, we can look at a particular department that is currently staffed entirely by non-tenured lecturers, most of whom have continuing appointments and work on a full-time basis. Although everyone in this program received salary range increases, and many received merit increases, in the last two years their departmental budget has remained the same. Thus, not only is the University skimming off 1 or 2 percent of our state-funded salary increases, but the remaining increase may not even be going to the programs and departments that have to pay for increased salaries. Once again, the question is where is the money going, and who is profiting from this diversion of funds.

To help rectify some of these issues, UC-AFT will not only be pushing for legislation requiring the full funding of state-supported salary increases, but will also be fighting to have our salaries funded out of a permanent source instead of the temporary budget that now supports Unit 18 faculty. Since many lecturers have been teaching in the UC system for over twenty years, it is time to for the central administration to treat these teachers as permanent members of the UC faculty, and pay them all out of a permanent fund.



UC-AFT PERSPECTIVE
VOL 19, NO. 1 • FALL 2006

The University Council-AFT represents faculty and librarians at the University of California.

President	Bob Samuels, UCLA
VP for Legislation	Kevin Roddy, UCD
VP for Organizing	Mike Rotkin, UCSC
VP for Grievances	Alan Karras, UCB
Secretary-Treasurer	Miki Goral, UCLA

For contract administration issues contact:

UCB	Michelle Squitieri 510/384-6727
UCD	Karen Sawislak 510/832-8812
UCSF	Michelle Squitieri 510/384-6727
UCI	Howard Ryan 310/398-4235
UCLA	Howard Ryan 310/398-4235
UCM	Robert Weil 831/684-1310
UCR	Sandra Baringer 951/827-1966
UCSD	Maria Tillmanns 858/449-8429
UCSB	Bill Quirk 805/689-0645
UCSC	Robert Weil 831/684-1310
Exec. Director	Karen Sawislak 510/832-8812

UC-AFT Perspective is published by the University Council-AFT and the California Federation of Teachers, AFT/AFL-CIO. It is a member publication of the WLCA, AFTCA, and ILCA.
Editor Vanessa Tait

UC-AFT/California Federation of Teachers
1 Kaiser Plaza #1440 • Oakland, CA 94612
• phone: 510/832-8812
• email: ksawislak@cft.org
• website: www.cft.org/uc-aft

On the cover: *Union members working in coalition attended the May regents' meeting in San Francisco to make their voices heard on pension and benefits issues (Eric Gillet, photo).*

Protecting our UC pensions, benefits

by Karen Sawislak, Executive Director

As you know, the University is planning to require employee contributions for the UC retirement plan (UCRP). In coalition with other UC unions, UC-AFT is working on multiple fronts to ensure that such changes are fully justified and that all UC employees will continue to have a stable pension plan with no loss in total compensation.

UC-AFT recently joined with other UC unions to commission an independent actuarial evaluation of UC's explanation of its plan to resume pension contributions. This report concluded that UC has not yet made a convincing argument to require that its employees pay up to 8% of their salaries as pension contributions in order to ensure the pension fund's long-term stability (see [www.cft.org/councils/uc / VenutiAssociatesReport.pdf](http://www.cft.org/councils/uc/VenutiAssociatesReport.pdf)).

Let's look at past history

In meetings with UC, we have emphatically rejected the University's apparent view that UC and its employees should evenly split any new contributions to UCRP. Prior to 1990, the year employees stopped contributing, UC paid up to 16% of payroll to fund UCRP, while employee contributions averaged 2.5% of salary. In other words, in the past, UC has paid in a great deal more toward the cost of pensions than its employees.

It is the norm in higher education for universities to pay a significantly greater share of retirement plan costs than their employees. UC's peer institutions regularly provide at least 10% to 12% of employee salaries as retirement contributions, while employees contribute 2.5% to 5%. Why does UC believe it now can cap its pension contribution at 8% of salary and demand a 50/50 split with its employees on any new retirement plan costs?

Eric Gillet, photo



One of many union members speaking at the regents' meeting in San Francisco this summer.

Thanks to UCRP's enviable status, UC has had a free ride on retirement plan costs since 1990. For more than 15 years, the University administration has not needed to devote one cent of its operating budget to its employee pensions. Now that the time has come for the University to once again to fund a retirement plan for its employees, UC cannot reasonably demand that its employees bear half the cost of this benefit.

UC-AFT believes that any pension contributions must be offset by increases in salary. On this front, we are pressing UC Office of the President (UCOP) to justify its practice of withholding at least 1% of the funds given by the state increases in employee compensation allegedly to fund "merit increases" for academics.

Holding UC accountable

We believe that this practice allows the University to double-dip whenever merit increases are funded in the state budget. The end result has been that the University has regularly withheld cost-of-living funds that should have gone to build the base salary of academics. We have secured a promise from UCOP to meet further on this issue, and we are

working on legislation that will stop this practice.

We are also working to educate our members and our Senate faculty colleagues (see related story, page 12). Our union is in a different position from

UC has not yet made a convincing argument to require its employees pay up to 8% of their salaries as pension contributions

other UC unions, because both the Unit 17 (librarians) and Unit 18 (lecturers) contracts contain "me too" clauses on benefits – in other words, under our current contracts, the University must provide all non-Senate faculty and librarians with the same benefits it provides to Senate faculty.

Therefore, it is key that we reach out to

Senate faculty and explain our views. What happens to them will happen to us, until at least mid-2008, when contract bargaining begins anew.

Other UC unions are beginning to bargain with the University about pension contributions. Although UC-AFT is not directly involved in these negotiations, we are working to support our coalition partners.

For a fuller account of the pension struggle by UC-AFT Vice President Mike Rotkin, please see www.cft.org/councils/uc/aft.ucrs.html.

The impact of Social Security exclusion on part-time UC employees

by Howard Ryan, Robert Weil and Bob Samuels

Many part-time employees at the University of California, and also at many community colleges, are being denied the most basic form of retirement security afforded to other American workers: Social Security. UC denies Social Security coverage to any employee with an appointment of less than 50% of full time. The Social Security-excluded employees are denied participation in the University's defined-benefit pension program as well. In lieu of Social Security, and in accordance with federal law, UC requires these employees to participate in a defined contribution plan (DCP), and a 7.5% contribution is deducted from their paychecks; UC makes no contribution to the DCP.

Based on the University's DCP year-end report of June 30, 2004, there were nearly 26,000 UC employees that year who were being excluded from Social Security in the manner described here. Among this group are some 1,300 of UC's 3,000 lecturers.

UC's exclusion not only affects retirement income but also threatens one's Social Security Disability Insurance (SSDI) coverage. SSDI provides benefits for eligible workers who have long-term disability prior to age 65. The benefit amount is equal to the Social Security retirement benefit accrued by the applicant at the time of disability, or at the time the disability claim is approved. Therefore, in a great many cases, UC's exclusion will reduce the SSDI benefits available to a disabled employee.

But the impact may be worse. In order to be eligible for SSDI, you must have earned a certain number of work credits; the credits are based on minimum quarterly earnings. Generally, you need to have earned 40 credits overall, and at least 20 credits within the 10 years preceding your disability. Younger workers need fewer credits while older workers need more. After age 42, the require-

ment for recently earned credits increases. For example, a 52-year-old worker needs 40 credits overall, but needs 30 credits earned within the 10 years preceding disability. So, UC's exclusion could well make some part-timers ineligible for SSDI – either because they hadn't accrued enough credits, or because they hadn't accrued enough recent credits.

Most Americans do not have coverage for long-term disability other than that offered by SSDI. California workers also have access to State Disability Insurance, but that is only for short-term disability – benefits do not extend beyond 52 weeks. UC does a disservice to its part-time employees by weakening their access to this important safety net program. While UC employees may purchase long-term disability coverage through UC's Supplemental Disability Insurance Plan, to be eligible, the employee must be "a member of a Defined Benefit Retirement Plan to which the University contributes" (such as UCRP, PERS, etc.). Since the part-timers whom UC excludes from Social Security are also excluded from the defined-benefit pension plan, they are ineligible to enroll in Supplemental Disability.

Effects widespread

The impact of UC's Social Security exclusion policy will vary depending on the circumstances and work histories of each employee. But it does appear that large numbers face losses – in retirement income, retirement security, and disability protections – for themselves and their families. The bottom line is that no one should be forced to live in poverty when they retire. That was why our country established Old Age, Survivors, and Disability Insurance through the 1935 Social Security Act. Built into the system is the concept that employers must share the responsibility for ensuring the retirement security of their employees. Today, employers pay a 6.2% tax, matching the employee's 6.2% tax. Unfortunately, the law has allowed state

and local government employers to opt out of this responsibility. Typically, the government agencies that opt out of Social Security do provide employees with a defined benefit pension plan. Such, for example, is the status for most California schoolteachers.

But the UC part-timers are a special case: they have neither Social Security coverage nor coverage by the UC pension plan. Excluding part-timers from these plans saves the University money. Instead of paying the 6.2% employer tax, UC forces the part-timer to pay a 7.5% DCP contribution, with no cost to the University. It is a cost saver to be sure, but it is one that does harm to thousands of employees and their families and undermines the good aim of Social Security to eliminate old-age poverty.

How to change the system

UC-AFT is developing a multi-pronged strategy on the Social Security issue. Success will require pushing forward on several fronts simultaneously, and will need the active involvement of our members.

Our immediate demand is an end to the exclusion from Social Security of UC employees working less than 50% time. Also we believe that all those who were excluded in the past should be given the right to "buy back" coverage for previous years, with matching UC contributions. We do recognize, however, that those who are already in the DCP system may need to be given the choice as to which plan they prefer, so as not to suffer a loss on the money they have already saved.

We also call for an end to the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO), which reduce Social Security benefits for those who had earnings outside of UC that were covered by the system.

We are asking the University to end the exclusion of its part-time and part-year employees from Social Security. But since it is likely that UC will not do this on its own, we have already begun con-

tacting friendly members of the state Legislature about the possibility of hearings and/or legislation. We are also supporting two federal bills – S619 and HR147 – calling for an end to the WEP/GPO penalties. Senator Diane Feinstein (D-CA) is the primary sponsor of S619, and AFT, NEA, AFSCME and other unions are already working for passage of this legislation.

We are also continuing to explore possibilities for legal action, since the exclusion raises issues of equal treatment under the law and discrimination based on the demographics of those affected. This is just one part of a larger struggle to preserve both Social Security and state pension plans, and prevent UC from cutting back on retirement and benefits.

We have begun approaching possible allies in the coalition of UC unions, some of which have hundreds or even thousands of members affected by exclusion from Social Security. We have also met with leaders in other AFT councils – such as Classified and K-12 – who are supportive of our efforts, and we will be reaching out to other public employee unions, especially among educators, and community groups. None of these efforts will succeed, however, without the education and mobilization of our own unit membership. We are putting together materials to assist in this campaign, including ways for individuals to easily calculate the effects of these policies on their retirement, “case studies” of the impact of the exclusion and WEP/GPO, and legislative talking points.

Most of all, we need the activism of our members. We need to locate those who are most likely to be affected by the exclusion and WEP/GPO, especially part-timers and those nearing retirement. Please join us! To get involved contact your local field representative.

For more information, see “The Great UC Social Security Scam,” at www.cft.org/councils/uc/SocialSecurity.html.

Howard Ryan is UC-AFT's field representative at UC Los Angeles, Robert Weil is a sociology lecturer at UC Santa Cruz, and Bob Samuels teaches writing at UC Los Angeles.

Lecturers bargain over salaries and workload

by Ben Harder, UC Riverside, Chief Negotiator

This fall, UC-AFT and the University of California will begin a round of partial contract negotiations. These talks, called “re-openers,” focus on at least two articles of our Memorandum of Understanding (MOU): Article 21 – Salary, and Article 24 – Instructional Workload. Up to two additional articles, one chosen by the University and the other by the union, may also be re-opened.

Those of us who were employed in 1999 remember that some of the most contentious bargaining concerned the salary and workload articles. The union settled for raised minimum salaries and a 2% general salary increase. The University and the union also created task forces on all campuses to study the workload issues in the most affected departments. While the contract we ultimately received made several important advances, significant problems remain.

On the other hand, the UC-union relationship has improved recently, as evidenced by our common work on the MOU implementation manual, an on-line explanation of, and commentary on, our contract. There are indications that we can work together to solve problems with workload and improve our compensation.

However – and I suppose this is the dreaded “third hand” – our negotiations will take place as the University is forcing other unions (CUE, AFSCME, and UPTC-CWA) to renegotiate pension benefits and contributions. Thus, while our negotiations directly address only part of our overall compensation, we need to remain aware of changes to the other parts of our compensation as we bargain.

Getting the most at the table

In general, we have the following goals for bargaining salary. First, we want to ensure salary increases that account for both cost-of-living increases and any increases to our pension and benefits contributions. Second, we want to follow up our success in raising the minimum salaries with increases for those who have been working for a longer time. Third, we want to increase the “steps” in merit pay. Finally, we want to address the raw deal that part-time lecturers get in regards to Social Security contributions, health benefits, and retirement contributions.

Workload goals are less easily codified, but we want to address the concerns raised during our study of workload problems in specific departments across the UC system. Furthermore, we want to get the UC to recognize the importance of pedagogical development. Lecturers do not simply teach the same canned course for decades: each of our assignments requires us to remain current in disciplinary advances, pedagogical trends, and technological advancements within the classroom.

Strategically, we want to build on our relationships, both with the University and with the coalition of UC unions. We think the University has incentive to bargain in good faith and efficiently, but we also need to cooperate with our co-workers in the other unions. In any case, the stronger our union is, the better our bargaining position will be.

Finally, we always need more information, so please contact me with your ideas and concerns about bargaining. I am especially interested in specific problems you or your colleagues have with workload. Whatever your issue, you can reach me at ben.harder@aft1966.org.

Ben Harder is president of UC-AFT 1966 and teaches English at UC Riverside.

Angelides for governor

by Kevin Roddy, VP for Legislation

Phil Angelides has emerged as one of the most dynamic of gubernatorial candidates in many years, and one with a progressive vision for California. He has spent his professional career in service to the state, and in his present campaign has emphasized in particular the need for California to support its educational system on all levels.

Views on UC

Angelides has vowed to model his educational program after the successes of the Earl Warren and Pat Brown administrations, in which the University of California became available to all Californians of promise and merit. To that end, Angelides as governor will decrease student fees, for the first time ever in the history of the University of California, for a savings of \$5000 a year per student.

He will increase the presently anemic Cal Grant aid program, and he will do it without budget catastrophe. Specifically, he will make Cal Grant As eligible for those families making up to \$80,000 (nearly a 20% increase from the current \$69,000); and Cal Grant Bs will now be available to families making \$50,000 (up from \$36,000). The number of Cal Grants will also rise, from the present 22,500 to 34,000. Further, as a boost to the University's educational outreach, he will restore and increase the teaching fellowship program; and he will decrease Arnold Swarzenegger's fee for teacher training by \$600 per teacher.

Finally, through the California Hope Endowment, Angelides will insure that there will always be support for university outreach to our state's high schools. Outreach programs are a budget item that have been constantly in danger since the governor took office. The endowment, supported by the Legislature but vetoed by Swarzenegger, proposes to manage \$5 billion in state property so as to provide \$300 million in outreach, far beyond the University's planned expenditure.

Supporting public education

Angelides understands the need to reinvigorate all of public education, starting with the sort of education that our students receive before they arrive at a University of California campus. And many of his proposals can have, with our support, a direct impact on our own academic lives: for K-12 instructors, he will identify and target the salaries that teachers actually require; he will restore budget cuts in classroom materials; and he will double the number of high-school counselors.

The specifics of Angelides' programs contrast markedly with those of Swarzenegger, who has mimed a move to the center as only an actor can, with no memory of (and even less embarrassment for) his colossal failure to undermine teachers and unions just last year. Apparently, though, the incumbent can swallow his pride and his avowed principles as no one else can.

The budget & the University

This situation makes it all the more imperative that the union get to know Phil Angelides and understand what he has fought for. He has transformed the office of state treasurer to one of the most powerful forces for economic and social justice in the country. He has been praised in *The Nation* for his moral standing and intelligence in the financial realm. He realizes, as a lot of Swarzenegger's supporters do not, that the uncertain shifts in the state economy cannot be depended on to carry the budget. He is not afraid, as too many are, of the word "taxes" as an important means to stop the state from lurching from poverty to apparent wealth – apparent, because none of us has ever seen it.

We all recognize that a dependable, consistent, fair budget can solve many of our worst problems at the University of



California: health care, pensions, and salaries, to name just those circumstances directly dependent on the budget. We all know that reform is costly, but that it is an investment; and we all know that we have burdened our students with tremendous debt. Why then do we still believe that the economy doesn't matter?

Phil Angelides has always been a strong supporter of the California Federation of Teachers (UC-AFT statewide union), one of the first organizations to endorse him. Though our union has no overwhelming numbers, we do have some influence over our students, who are probably not even aware of the issues. We have an opportunity to help inform them, and we should.

See what Angelides has said about himself, and what others have said about him at his website: <www.angelides.com>. This is a critical election, and we need to convince our students and colleagues that we have a tremendous opportunity to reform both this state and the university that we love.

Kevin Roddy is a lecturer in Medieval Studies at UC Davis.



Angelides on the campaign trail.

New contract grievance victories for pre-sixth-year lecturers

By Alan Karras, VP for Grievances

Over the last year, UC-AFT has had several successes in defending its pre-sixth-year lecturers from ill-advised (and sometimes mean-spirited) violations of the contract.

Because the University has long argued that pre-sixth-year lecturers are not guaranteed reappointment at the end of each annual contract, the most common problem about which we hear is an inappropriate non-reappointment. The contract now requires – as a result of the last round of bargaining – a review of every pre-sixth lecturer who requests consider-

ation for a new appointment. In most cases, this goes off without a hitch.

But in some cases, a variety of things can go terribly wrong – and lead to non-reappointment. So too have we seen problems emerging when campuses and departments, most with little experience in the excellence review, devise new procedures that are not contractually compliant or, worse, apply no procedures at all. The union has vigorously defended members who have found themselves victims of a broken process.

A very new and positive development has occurred on several of our campuses: we have begun to win grievances for pre-sixth-year lecturers. In one case, a department had no procedures for conducting an excellence review and ended up writing the case up after the department had already voted. After a grievance was filed, the campus agreed with us that cases need to be prepared before votes, and the department has agreed to a re-review. On another campus, a department voted not to renew one of its first-year lecturers, without having provided any guidance whatsoever to this lecturer, who had received a positive teaching evaluation from the

chair. After a grievance was filed, the lecturer was rehired for another year and will receive appropriate professional guidance. On a third campus, a non-Senate faculty (NSF) member was told that her teaching was substandard, and that complaints had been made against her. However, no record of her bad teaching performance was in the file. The campus performed a re-review, and discovered that the accusations were untrue and that she is eligible for future appointments.

Lecturer wins arbitration

Finally, UC-AFT had a big win in front of an arbitrator on this subject. A department at UCLA failed to reappoint a pre-sixth-year NSF to a third year of teaching, despite a perfect file. The campus refused to tell her why, and instead made accusations of unprofessional conduct. We argued that the re-review process was flawed – and the arbitrator agreed with us. The arbitrator demanded a re-review of the lecturer, from the time that the error was introduced. He also reserved the right to order back pay. Since the whole process took over a year – which can be blamed squarely on the campus – the lecturer had found another job. And still, the campus refused to reappoint her. It did, however, agree to settle the case by providing her a year's back pay.

We view this as a significant achievement – and want to encourage lecturers who find themselves in situations where the University does not appear to be living up to the contract, to contact UC-AFT staff. In many cases, we can resolve the issues without too much trouble. In others, we might need to take additional action.

Though the contract has limited protections for those in their first six years, UC-AFT vigorously defends every one of those protections.

Alan Karras is a lecturer at UC Berkeley's International & Area Studies Department.

Unit 18 lecturers' contract manual online

For the last two years, UC-AFT and the UC Office of the President have been working together on developing an online contract manual for Unit 18 faculty (lecturers).

This long and complicated process involves agreeing on shared interpretations and explanations of our contract. We are now ready to show the results of our work and to gain feedback on how to improve the usefulness of this online document.

We expect this site to be used by faculty, administrators, and other members of the UC community. While most of the information will be helpful to both faculty and administrators, some of the details cater to a more specific audience.

The beta version of the new manual can be accessed at bobsamuels.net/contract. If you have any suggestions for improving this site, please contact the webmaster, Bob Samuels, at bobsamuels_us@yahoo.com.

Recent union victories, campus by campus

by Karen Sawislak, Executive Director

One of the primary tasks of UC-AFT is to assist members of Unit 17 (librarians) and Unit 18 (lecturers) in any matter related to the terms and conditions of their employment at UC. Sometimes we pursue issues through the formal grievance and arbitration process available under the Memorandum of Understanding (MOU); at other times, we seek and often obtain informal resolutions.

At every campus, we have on-going relationships with University officials that frequently allow us to intervene successfully on behalf of our members. Stewards, officers, and staff take up a wide range of issues to assist and advocate for our membership. To give you a sense of what the union can do for our unit members, here is a list of some of our accomplishments on the campuses during the 2005-06 academic year.

Berkeley

- Clarification of librarian emeritus benefits, ensuring that benefits such as e-mail privileges and database access were provided to retirees.
- A large number of music instructors improperly hired outside of Unit 18 were given the correct title of Lecturer, thereby securing the protections of the MOU. The department established a hiring process that honors post-sixth-year seniority rights and has performed overdue excellence reviews.
- Additional professional development funding for lecturers provided in exchange for the union's agreement that departments may receive financial incentives for persuading Senate faculty to teach summer courses.
- Substantial attendance at workshops for pre-sixth-year lecturers on how to prepare for the excellence review; substantial increase in the number of queries to the union about management practices.

Librarians organizing across the UC system

by Mike Rotkin, VP for Organizing

UC-AFT is currently undertaking a new organizing drive to help support librarians in the UC system. The first stage of this process is to collect information on the current experiences and concerns of librarians. We are pursuing this initial phase by meeting and surveying librarians to get a concrete sense of what they like about their work, why they work for UC, and what needs are not getting met. We are also examining how working conditions are changing. While there is probably not a worker on the planet who doesn't have complaints about salary or workload, we need a more detailed picture of the most common issues of concern.

We will start with informal interviews with librarians. Simultaneously, we need to call together small, brief meetings at the local level so librarians can talk with each other about their work and so we can seek out common threads in their experience.

Of course, it is too early at this stage to begin formulating specific bargaining demands or language. We want a more fundamental discussion of the work experience and the reactions to it. At a later stage, we will begin recruiting librarians to serve on committees which can turn work discontents and desires into bargaining demands and proposed contract language. We will also develop a new bargaining team for future negotiations as well. But this is probably premature at the present time.

Learning from lecturers

In 1998 and 1999, when lecturers began our process of developing the "Contract for a New Century," which led to three years of bargaining and the historic breakthrough on continuing appointments, we began with just this kind of process. Our struggle took heroic efforts at the bargaining table, but without the base of support that we had constructed with the initial organizing efforts, the bargaining team would have made little headway. The key was creating a sense of ownership of the demands, the bargaining process, and the campus support before getting to the table to talk with the administration.

A sense of momentum and a vision of future librarian bargaining with an activated base of librarians in support of their team are critical to the effort. It is, of course, a truism that a union is not really capable of delivering anything to its members that they do not deliver to themselves. After all, the union is nothing more than its members, their resources, and their activity. But that truth is best discovered by union members being mobilized in defense of their own collective interest. In this sense, librarians at UC are no different from any group of workers who are underpaid, overworked, and disrespected by their employer.

Davis

- Eleven non-Senate faculty illegally withdrawn from unit were returned to unit positions, with payment of back dues to the union and retroactive range adjustments to affected employees. Overdue excellence reviews are now being performed.
- Policy in Sociology department limiting the term of lecturer appointments that violated the MOU has been

rescinded; similar potential turnover "churning" practices that limit access to excellence reviews are being investigated.

- Addressed health and safety issues for librarians (ergonomics).

Merced

- Resolution of improper appointments for pre-sixth lecturers that assures full credit toward continuing appointments.

- Successful negotiation of instructional support issues (office space, computers).

Irvine

- Agreements that pre-sixth-year lecturers whose classes moved to new departments will be allowed to have accrued course credits in former departments count toward the excellence review.

- New (re-done) excellence review for pre-sixth-year lecturer denied due process.

- Workload adjustments/credits for lecturers in East Asian languages – i.e., payment for grading of placement exams.

- Clarification of librarians' right to the flexible use of their time.

Riverside

- Informal resolution of grievance providing additional office space to English department lecturers (no more four-person offices); computer upgrades in English department offices; agreement to quarterly updates of lecturer listings in online campus directory and departmental websites; phones and voice mail access in lecturer offices that did not have them.

- Good attendance of excellence review workshops, with all those attending passing their reviews.

- Agreement by campus to pay UC-AFT appropriate dues and agency fees for summer lecturers.

- Negotiations pending on IWCs (workload credit) for large lecturer classes in math.

Santa Cruz

- Achieved on-going access to libraries and e-mail for lecturers with intermittent appointments.

- Resolution of lecturer issues regarding the improper allotment of retirement credits.

- Art department grievance resulted in two lecturers who had been laid off being rehired with additional courses and full benefits; Music department grievance resulted in laid-off lecturer being offered future courses.

San Diego

- Corrected the base percentage for eight lecturers with continuing appointments, whose base had been calculated incorrectly in the initial transition to the use of continuing status. This also meant that several of these lecturers became eligible for full benefits.

- Put a stop to a botched sixth-year review, giving the lecturer another quarter as lecturer while a new review committee is put in place to conduct the review. As a consequence, excellence review procedures are being reevaluated and overhauled across the campus.

- Workload credit awarded for first-time teaching and high enrollment in the writing programs.

- Academic Affairs has established a fund to support payments to non-Senate faculty (NSF) who serve as graders in language competency testing.

Santa Barbara

- Re-review of pre-sixth-year non-Senate faculty member whose review was handled improperly. New review committee included a member from another campus to ensure fairness.

- Reappointment of pre-sixth NSF who was intentionally denied due process.

- Reconsideration of and subsequent increase in level of merit increase for continuing appointee.

- Agreement giving librarians unhindered access to ergonomics workstation evaluations.

- Agreement which reestablishes union access and librarians' rights to use meeting rooms within the library

Los Angeles

- Non-reappointment of pre-sixth NSF voided due to procedural violations; won back pay for entire year's salary (\$36,000).

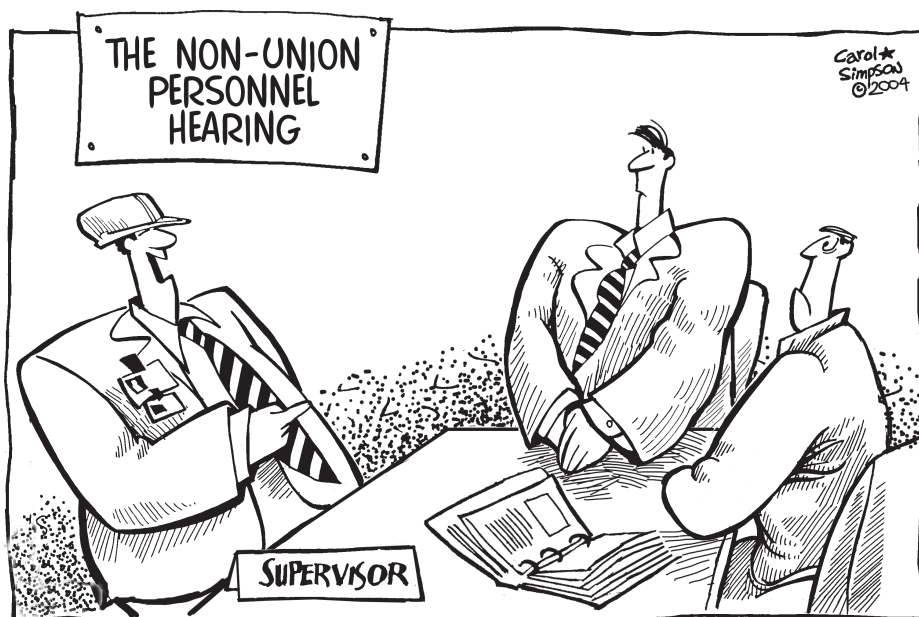
- Negotiated several changes to proposed "Anderson School Policies for Lecturers" which describe review process and expectations for lecturers.

- Assisted librarians in labor-management meetings concerning changed work conditions related to a facilities move.

- Worked to ensure that UCLA rolls over all unused professional development funds for NSF and releases all funds at the beginning of fiscal year, rather than at the end.

- Re-review of NSF member whose successful sixth-year review was "re-opened" without his knowledge.

Finally, the union is here to represent our members. If you have any questions about your rights as a UC employee, please contact our staff, stewards, or officers (see page 2).



"In the interests of time, I'll also tell your side of the story."

Contingent academics meet in Vancouver, Canada

By Sandra Baringer

A forty-hour train ride seemed like an appropriate way to arrive at the seventh conference of the Coalition of Contingent Academic Labor (COCAL) in Vancouver, Canada, the second week of August. My uneven on-track, off-track, lurching arrival ten hours behind schedule engendered a sort of fatalistic vision of the future: the American public sector's abandonment of meaningful support for public ground transportation exemplified by my train ride seemed to parallel the Third-World-esque "contingentization" of American academic labor. As Mexican speaker Arturo Ramos Perez commented at the conference on what he was hearing about working conditions among US faculty (loosely paraphrased), "Welcome to my world."

AFT's Larry Gold announced on the first day of the event that only thirty percent of this country's higher education instruction is now performed by tenured or tenure-track faculty. And while David Horowitz and his right-wing comrades continue their attack on academic freedom among the tenured (check out his list of "The 101 Most Dangerous Academics in America" on Wikipedia), the 70% of higher education instructors without tenure continue to wonder how many bits of academic piecemeal they'll be collecting for the next semester, and whether allowing their students to ask controversial questions will get them fired.

Cary Nelson, new president of the American Association of University Professors, noted that the World Bank and the IMF are pushing a contingent labor force internationally by demanding levels of contingency in employment arrangements in return for loans. He urged that contingent faculty "take over any union they can" by joining their locals as voting members and running for local union offices. He reiterated AAUP's official position that all instructors, full- or part-time, be entitled to job security protections after seven years

(preferably after three terms), with dismissal to occur only after a hearing before a committee of faculty peers and a finding of "academic reason" for non-reappointment. Nelson called for monitoring "all forms of academic employment" to "make bad jobs more and more expensive to maintain."

The second day of the conference opened with Joe Berry, author of *Reclaiming the Ivory Tower*, noting that despite increased awareness of the contingent labor problem in academia, achievements in addressing the problem have reached a plateau. One reason he cited was administrative counterattacks, as in the hiring of "union avoidance" consultants to fight organizing drives, retaliatory firings of union activists in Chicago, the NLRB's recent decisions refusing to recognize graduate student bargaining units, and attacks on academic freedom. But Berry also asserted that a national strategy has not emerged from any of the national organizations.

Campaign for pay equity

Larry Gold had announced the previous day that AFT was launching a 15- to 20-state legislation drive focused on improving full-time/part-time staffing ratios, pay equity, job security, and budget enhancements to support those goals. But details on specific large-scale strategies remained unclear by the end of the conference. On Sunday morning, Keith Hoeller cited a bill introduced in the Washington state legislature each of the past three years to implement job security protections for part-time community college faculty – a bill which Hoeller said never gets out of committee because neither the AFT's nor NEA's Washington state affiliates will support the bill. Cary Nelson then called on NEA and AFT to support such bills.

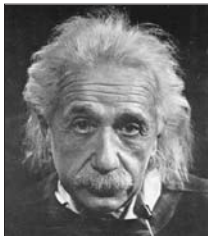
For good reason, the closing hours of the conference focused on assaults on academic freedom. Gold reported that he had infiltrated a David Horowitz event and asked Horowitz about the

70% of higher education instructors who were off the tenure track. Horowitz replied, "Yeah, I know about them – they're the worst." Contingent faculty are, incontrovertibly, at risk on the academic freedom issue.

Yet many of the at-risk teachers and scholars attending the conference seemed willing to speak out more than they were given the opportunity to, at this particular conference. Too little time was available for those lined up at the open microphones; the problem being described by the scheduled speakers was, for the most part, already understood by the attendees, and too many scheduled speakers exceeded their time allotment. Moreover, no clear national, trans-union strategy emerged from this conference. One can only hope that those prominent national organization leaders in attendance are now back in their offices phoning each other. If not, COCAL remains a grassroots phenomenon whose fate remains unknown.

Octavio Paz wrote in *The Labyrinth of Solitude* that "We withdraw into ourselves, we deepen and aggravate our awareness of everything that separates or isolates or differentiates us. And we increase our solitude by refusing to seek out our compatriots, perhaps because we fear we will see ourselves in them, perhaps because of a painful, defensive unwillingness to share our intimate feelings." He was speaking of his Mexican countrymen, or rather a certain subset of them, but as contingent faculty, we should take this analysis to heart. Too many of us withdraw into ourselves, increasing our isolation and decreasing our ability to advocate for ourselves and for higher education. Our students deserve better than the train wreck for which public higher education seems headed, and if we don't stop it, it's unclear who will.

Sandra Baringer is a lecturer in the English Department at UC Riverside and the UC-AFT's field representative there.



Albert Einstein, charter member of AFT Local 552, Princeton University, comments in 1938 on why he joined the union.

"I consider it important, indeed, urgently necessary, for intellectual workers to get together, both to protect their own economic status and, also, generally speaking, to secure their influence in the political field."

UNIVERSITY COUNCIL – AMERICAN FEDERATION OF TEACHERS MEMBERSHIP FORM

Please print clearly!!

Name: _____

Home _____

Address: _____ street _____ city _____ zip code _____

Campus _____

Address: _____ department _____ campus _____ mail code (if any) _____

Telephone: _____ home _____ work _____ email _____

UC-AFT dues are 1.35% of gross monthly salary for librarians and non-Senate faculty who do have exclusive representation. Dues are .996% of gross monthly salary for Academic Senate faculty and academic researchers who do not have exclusive representation. For represented librarians and non-Senate faculty, dues are capped at \$65.00 per month. For members who do not have exclusive representation, dues are capped at \$55.00 per month. Dues will be deducted each month from your payroll check. Dues paid to UC-AFT may not be tax-deductible for federal tax purposes; however, under limited circumstances, dues may qualify as a business deduction. Check with your tax consultant.



EMPLOYEE ORGANIZATION MEMBERSHIP PAYROLL DEDUCTION AUTHORIZATION

UPAY 669 (10/80)

PLEASE
PRINT
OR
TYPE

CAMPUS		LOC	EMPLOYEE I.D.	DATE
ACTION ON THIS FORM TO BECOME				DATE
EFFECTIVE THE PAY PERIOD BEGINNING				
MONTHLY DEDUCTION				
LAST NAME, FIRST, MIDDLE INITIAL	ENROLL	CANCEL	CURRENT AMOUNT	
DEPARTMENT EMPLOYED AT U.C.	DUES	✓		
TITLE AT U.C.	INITIATION FEES			
ORGANIZATIONAL NAME (INCLUDE LOCAL NAME AND NUMBER)	GENERAL ASSESSMENT			
AFT LOCAL			TOTAL	

I authorize The Regents of the University of California to withhold monthly or cease withholding from my earnings as an employee, membership dues, initiation fees and general assessments as indicated above.

I understand and agree to the arrangement whereby one total monthly deduction will be made by the University based upon the current rate of dues, initiation fees, and general assessments. I ALSO UNDERSTAND THAT CHANGES IN THE RATE OF DUES, INITIATION FEES AND GENERAL ASSESSMENTS MAY BE MADE AFTER NOTICE TO THAT EFFECT IS GIVEN TO THE UNIVERSITY BY THE ORGANIZATION TO WHICH SUCH AUTHORIZED DEDUCTIONS ARE ASSIGNED AND I HEREBY EXPRESSLY AGREE THAT PURSUANT TO SUCH NOTICE THE UNIVERSITY MAY WITHHOLD FROM MY EARNINGS AMOUNTS EITHER GREATER THAN OR LESS THAN THOSE SHOWN ABOVE WITHOUT OBLIGATION TO INFORM ME BEFORE DOING SO OR TO SEEK ADDITIONAL AUTHORIZATION FROM ME FOR SUCH WITHHOLDINGS.

The University will remit the amount deducted to the official designated by the organization.

This authorization shall remain in effect until revoked by me allowing up to 30 days time to change the payroll records in order to make effective this assignment or revocation thereof – or until another employee organization becomes my exclusive representative.

It is understood that this authorization shall become void in the event the employee or organization's eligibility for payroll deduction terminates for any reason. Upon termination of my employment with the University, this authorization will no longer be in effect.

This authorization does not include dues, initiation fees and general assessments to cover any time prior to the payroll period in which the initial deduction is made. Payroll deductions, including those legally required and those authorized by an employee are assigned priorities. In the event there are insufficient earnings to cover all required and authorized deductions, it is understood that deductions will be taken in the order assigned by the University and no adjustment will be made in a subsequent pay period for membership dues, initiation fees and general assessments.

EMPLOYEE SIGNATURE _____

DATE _____

FOR UNIVERSITY USE ONLY

TRAN CODE	EMPLOYEE ID NO	DATE	ELEMENT NO	BAL CD	AMOUNT
X1		MO YR	6	G	
X1		MO YR	6	G	
X1		MO YR	6	G	

TRAN CODE	EMPLOYEE ID NO	DATE	ELEMENT NO	BAL CD	AMOUNT
X1		MO YR	6	G	
X1		MO YR	6	G	
X1		MO YR	6	G	

SUPPORT THE UNION'S COMMITTEE ON POLITICAL EDUCATION

I hereby authorize the University of California to deduct from my salary the sum of ☐ \$5 ☐ \$10 ☐ \$_____ (other amount) per pay period and forward that amount to UC-AFT's Committee on Political Action (COPE). This authorization is signed freely and voluntarily, and not out of any fear of reprisal and I will not be favored or disadvantaged because I exercise this right. I understand this money will be used by UC-AFT/COPE to make political contributions.

Signature: _____ Date: _____

This voluntary authorization may be revoked at any time by notifying the UC-AFT/COPE in writing of the desire to do so. Contributions or gifts to UC-AFT/COPE are not deductible as charitable contributions for federal income tax purposes.

Return form to Treasurer, UC-AFT, 11728 Wilshire Blvd., #B1007, Los Angeles, CA 90025

Why Senate faculty need the UC-AFT

by Bob Samuels, President

The UC-AFT has negotiated collective bargaining agreements for UC lecturers and librarians since 1983. Moreover, many Senate faculty members have also joined the union for advocacy and support or because of political affinity with the labor movement. UC-AFT now seeks wider participation of Senate faculty, and there are good reasons for Senate faculty to be involved.

The first reason for a stronger connection between Senate faculty and UC-AFT is that pensions and health benefits are being targeted by UC. In fact, UC administrators are planning broad changes for staff and faculty benefits and pensions (see article, page 3). Senate faculty need to respond to these changes in an organized and effective manner, and the UC-AFT can help to provide resources and expertise to coordinate an overall strategy. Moreover, since lecturers' and librarians' benefits are tied to Senate faculty benefits, our union needs to work with Senate faculty committees to fight for a fair benefits package.

Senate faculty can also profit from an alliance with the UC-AFT because our union has acted as a third party working to counter UC and state politicians in their efforts to eliminate defined benefit pension plans and to de-fund

public education. Due to a strong coalition of unions in 2005, we were able to turn back much of the governor's destructive agenda. By being tied to a statewide union, UC Senate faculty can play a vital role in defending California's higher education, public schools, health and human services.

UC-AFT can aid Senate faculty in their current effort to keep the University accountable and protect its educational mission. As the public now knows, some of UC's top administrators are receiving lavish compensation and benefit packages while student fees increase, faculty salaries remain below average, class sizes increase, and student services are cut back. An organized faculty can ensure that teaching, research, and community service remain UC's first priorities.

Finally, we need to help all faculty protect their academic freedom from attacks from outside and inside of the UC system. The latest national initiative to undermine academic freedom is David Horowitz's "Academic Bill of Rights," which has been introduced in Congress and in the legislatures of 13 states, including California. The demand that university professors present all points of view – to protect a classroom's "intellectual diversity" – opens the door to wide constitutional abuses and the muzzling of scholarly discussion.

Fred Lonider, photo



Members of UC-AFT outside AFT's headquarters in Washington, DC.

We hope that all Senate faculty will consider becoming members of UC-AFT. The membership form is online at www.cft.org/councils/uc/join.html. Please do not hesitate to contact us.

12



UC-AFT PERSPECTIVE
VOL 19, NO. 1 • FALL 2006

California Federation of Teachers
1 Kaiser Plaza, Suite 1440
Oakland, California 94612
<http://www.cft.org/uc-aft/>

NON-PROFIT
ORGANIZATION
U.S. Postage PAID
Oakland, CA
Permit No. 1765