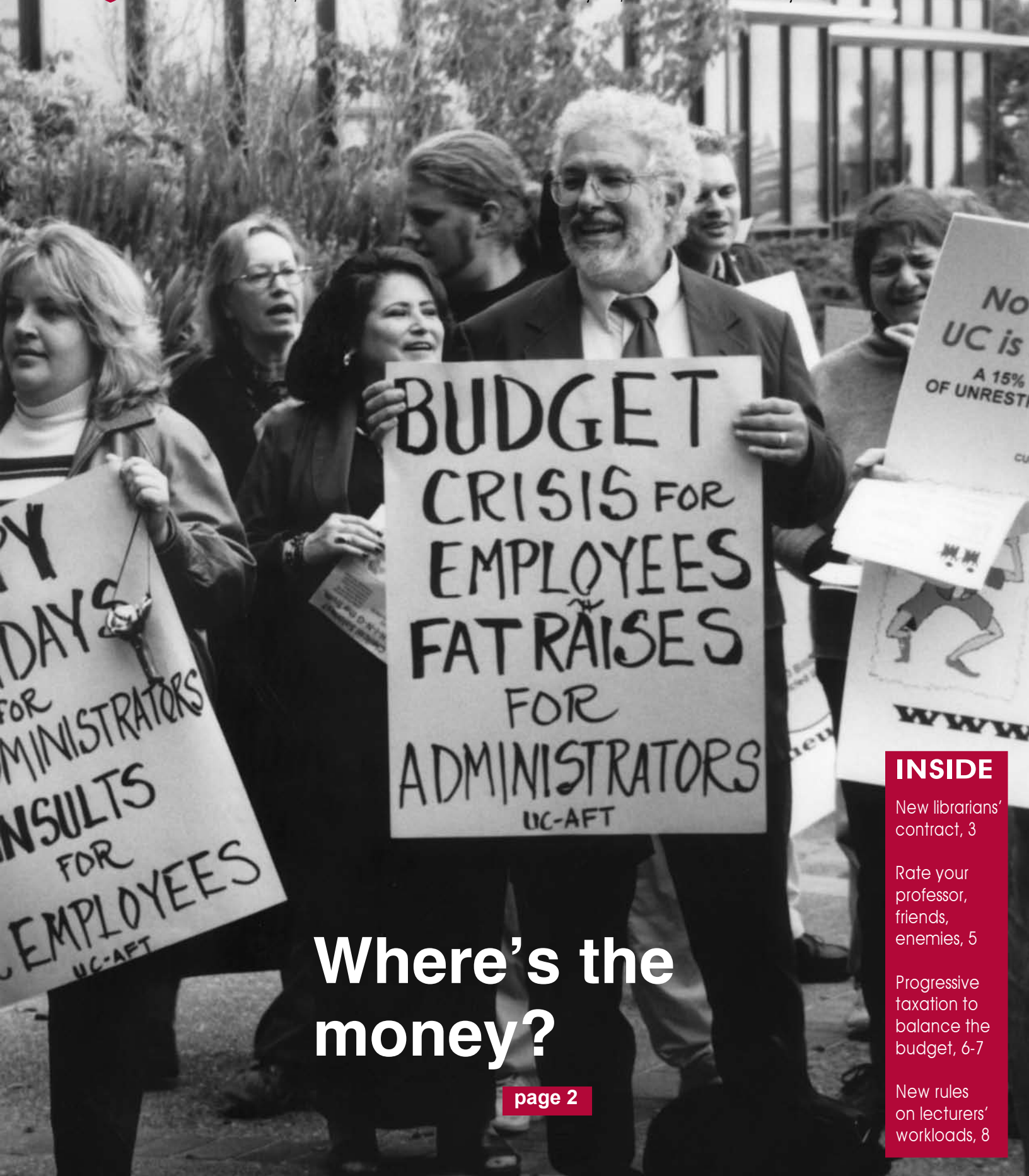




UC-AFT PERSPECTIVE

UNIVERSITY COUNCIL-AFT/CALIFORNIA FEDERATION OF TEACHERS, AFT/AFL-CIO • VOLUME 20, NUMBER 2 • SPRING 2008



Where's the money?

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BOB SAMUELS, UC-AFT PRESIDENT

Understanding the impact of the state budget

Once again, fluctuations in the California state budget are threatening to undermine funding for lecturers and librarians in the University of California system.

For more than 3,000 UC lecturers represented by the UC-AFT, projected budget cuts may cost jobs and give UC a pretext to attempt to curtail many of the recent workload gains achieved in the latest round of contract negotiations.

Fortunately, the UC system cannot simply go back on its contractual agreements to augment substantially the salaries of many long-term lecturers and to give everyone a guaranteed 3% raise. In fact, due to new language in their contract, lecturers may be the only faculty or staff getting a cost-of-living increase in the UC system. Yet, we are already seeing signs of a decrease in the funds that support instruction and lecturers.

Moreover, the UC administration continues to make the false argument that all funding for undergraduate instruction comes from the state, and so a cut in state funds must result in a cut to UC lecturers.

As always, we are asking, where does the money coming from out-of-state tuition or student fees go? Also, why does the university not spend profits it makes from selling housing and parking to students and faculty on education? Furthermore, during difficult budget years, why doesn't the university use money from its multi-billion dollar endowment?

In the case of UC librarians, just as we started to bargain a whole new contract, the university informed us that due to state budget cuts there would be no possibility of discussing salary and other monetary issues. As with the lecturers, the university claims that all

funding for librarians comes from the state. Once again, we as a union are in the position of trying to uncover where all the money in the UC system is really going, while we ask why instruction is not a priority.

Taking stock of our progress

As president of UC-AFT, I have continued to work to help defend the rights and professional status of all members in Units 17 and 18.

It is important to point out that during the last several years, we have seen substantial improvement in the salaries and security of people in both units. We also have witnessed a better working relationship with the Office of the President, and this improved relationship has meant that many potential problems have been resolved before they became formal grievances.

On the grievance and enforcement side, we have won several recent arbitrations, and we have also won important Public Employment Relations Board cases. These legal efforts have been coupled with the work of Alan Karras, Ben Harder, Karen Sawislak, and myself on the Unit 18 contract implementation manual, which will help us to resolve many potential issues for our members.

I want to thank Miki Goral and Mike Rotkin for their continued leadership in helping to protect the status of librarians. Our recent negotiations over the Unit 17 contract have not been easy, and we know that we must improve the organized strength of this unit. Miki has also been instrumental in our effort to improve the financial stability of UC-AFT.

Finally, I would like to continue

to professionalize our union and work with our executive director to help support and coordinate our staff. I am proud of the recent additions to our staff, and I look forward to increasing the activism of all members in our union.

Besides serving as UC-AFT's president, Bob Samuels is a lecturer in UCLA's Writing Programs.



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On the cover: UC-AFT members at UC Santa Cruz make their voices heard on budget issues. Holding sign at center is long-time lecturer activist Mike Rotkin.

New librarian contract gains ground, economic issues remain

by Mike Rotkin and Karen Sawislak

This article outlines the tentative agreement for the new contract (Memorandum of Understanding or MOU) between UC-AFT and the UC administration for Unit 17 librarians.

As many of you know, the entire contract was open, and we reached agreement on 20 different articles; however, due to the unknown status of the state budget, negotiations on salary and a few other economic issues were deferred until one month after the adoption of the state budget.

In the meantime, we made gains in various areas of the MOU, including good new language on workload and a salary bump effective April 1 for the three lowest steps. And we have locked up the existing rank/step structure and peer review system for the duration of the contract, which runs until September 30, 2011.

The agreement does not include any changes with respect to the much-discussed "counter-offer" issue, but that does remain open for discussion along with the other economic issues in the fall.

There is a salary reopener one year after settlement on the deferred salary bargaining in the fall and each side may reopen one other article at that time. Then, a year after that, in the third year of the new contract, only salary may be reopened.

Progress in many areas

We feel that the results represent substantial progress for the librarians in Unit 17, although the economic issues that remain are extremely significant and will now command a great deal of attention on the part the librarians and the UC-AFT that represents them. The actual language of the tentative new MOU will be posted at UC-AFT's website; in the meantime, here are some of the significant changes.

Step system. We locked the current step system and peer review system in place for the life of the new MOU. With the exception of possible changes related to the university's ability to make counter-proposals to retain librarians with job offers elsewhere, which will be discussed along with other economic issues in the fall, the university may not open or change the step system nor the merit/promotion review system. This represents a huge victory for the librarians in Unit 17.

It became apparent in bargaining that, despite representations to the contrary, it was not UCOP but library management on several campuses that was seeking these changes. It was only the rapid, widespread, and forceful response

of the librarians in Unit 17 that forced the administration to back off these proposals. There is a lesson to be learned here about the power of the librarians to accomplish important goals when they get organized and speak up about their concerns.

Workload and flexibility. For the first time, the librarian contract includes language about workload. For a variety of reasons, including concerns about undermining professional status, the librarians did not want to incorporate any fixed, quantitative limits to workload. However, we did make substantial progress in creating a provision that limits the ability of the administration to simply pile on increased work without leaving the librarian any recourse but to accept it. The agreement includes a statement of general principles that includes the following: "Professional librarians

(continued on p. 4)

UC Berkeley librarian members Jesse Silva, Susana Hinojosa and Shayee Khanaka.



Vanessa Tait, photo

Librarians' contract improvements *(continued from p. 3)*

should not be subjected to unreasonable or excessive workload demands." Each librarian must now receive a statement of responsibility within 30 days of his or her date of hire. The librarian and his or her supervisor must review this statement of responsibility within 30 days of his or her hire date and at the commencement of each review period.

If significant permanent or interim duties are added to a position during a review period, a description of such additional duties shall be reduced to writing and added to the librarian's statement of responsibility. Any such supplements to the statement of responsibility must be added in a timely fashion and reviewed with the librarian upon request. A librarian who thinks that any assignment(s) are unreasonable or excessive should confer with his or her supervisor. If questions about the assignments are still outstanding, the librarian may appeal to the next level of supervision and then up to the top level of library administration. While we may seek additional levels of appeal in future MOUs, this explicit encouragement for librarians to challenge excessive workload represents significant progress on an issue that has heretofore been ignored.

Further, there is a new article on "flexible work arrangements" that states, "The University is supportive of flexible work arrangements when the arrangements meet the objectives of the University as well as the employee needs." We discussed telecommuting and flexible work arrangements at some length and our table discussions should allow us to expand significantly opportunities for its use. In general, "a denial of a flexible work arrangement shall not be arbitrary or capricious."

Economic issues. Salary and economic issues such as professional development funds, childcare subsidies, fee waivers, etc. will be bargained one month after the completion of the state budget for 2008. We need to begin to prepare for this bargaining soon. We will begin with a face-to-face meeting of the bargaining

committee (two librarians from each campus) in early April. Immediately thereafter, the UC-AFT, working with librarians on the campuses, will begin to develop an appropriate media strategy for this struggle.

We have in no way conceded that the university can pay librarians only from state money (and this is an issue since the state will no doubt reduce funding to the university, even as the university budget itself continues to grow exponentially from other sources). We have conceded only that it would be difficult for the university to bargain economic issues without knowing what the state budget for the university will be next year.

In the meantime, "as a show of good faith," the university will raise the salaries of the lowest-paid librarians as follows:

Assistant Librarian I	\$46,164
Assistant Librarian II	\$47,087
Assistant Librarian III	\$48,029
Associate Librarian I	\$48,029

Both parties are aware that these changes do not come close to meeting market salaries for these positions (for example, matching the salaries of CSU librarians as we had proposed), and further, that these changes will create compression problems for the associate librarians. This will, of course, be part of our argument for additional increases when bargaining over economic issues resumes after the passage of the state budget.

Until we bargain any new, additional salary and economic increases, merit reviews and the timing of their award will continue as in the last MOU. Professional development funds will continue at last year's level. Librarians will receive any general range adjustments, and at the same time, as unrepresented academic employees (the Academic Senate and/or unrepresented librarians). Any salary increases that we win in the deferred salary bargaining will be retroactive to or paid on that same date.

Non-discrimination. The new MOU

adds significant protections against discrimination and/or retaliation based on a broadened definition of protected classes. Grievance and arbitration rights were expanded in several articles. We have clarified that the management rights article in the MOU does not "trump" any other provisions of the MOU. Unfortunately, we were *not* able to bargain university pay for librarian stewards.

Campus holiday closing. The new MOU includes a side letter mandating a meeting at UCLA in the next month to resolve the problem of alternative arrangements for librarians who do not wish to take vacation time off during the holiday season campus closing. The new MOU also clarifies that when librarians are required to work on holidays, they get a replacement day off irrespective of how many hours they had to work on the holiday. (This is because librarians are salaried employees whose work is measured in days and responsibilities, not in hours.)

Strengthened language. The new MOU brings Academic Personnel Manual provisions that affect the working conditions and reviews of librarians into the contract rather than just referring to them in appendices. This increases our ability to rely on the provisions of these documents to address problems, including an alternative dispute resolution mechanism that supplements our ability to challenge actions that do not fall under the grievance or arbitration process.

Advancement. The new MOU will require that temporary employees who move up through steps and ranks do so through the merit review system. The past practice, for example, of terminating a temporary employee after two years and then simply rehiring them at a higher step or rank will cease. The new MOU also clarifies the process involved in moving individuals, titles and positions in and out of the unit. It also seeks to check the management practice of hiring librarians into non-librarian titles in order to sidestep the rank/step system in making salary offers.

(continued on p. 12)

Internet accountability and what it means for us

Rate your professor, friends and enemies

By Bob Samuels

One day Professor X was very flattered after she Googled her own name, and was directed to her student reviews on RateYourProfessor.com. Many of the student reviews praised her great personality, teaching style, and grasp of her subject matter. However, her initial sense of accomplishment was soon transformed when she read the following comment: "Teacher looks like an old horse, and dresses like a bag woman." Although Professor X knew that no one would really take this comment seriously, she still could not get it out of her mind.

Across campus, student Y received a text message telling him to look up his name on the new college campus gossip site, juicycampus.com, which allows anonymous writers to post anything they want about their college experiences. At first glance, student Y could not believe his eyes: there were over fifty entries discussing his sexual orientation and rating his looks and personal hygiene.

Welcome to the new world of online free speech, where anyone can say anything about anyone and not face any consequences. While these sites, which are very popular in colleges and universities around the country, seem like they are just harmless rumor mills, there is often a very thin line between the amoral virtual world and the moral world outside. In fact, the blurring of this line has recently occurred throughout the UC system, hurting both students and faculty alike.

Creeping influences

One recent example occurred during a department's hiring search for an assistant professor at one of the campuses. To research one of the candidates, a friend of mine, who was on the search committee, Googled the candidate's name and was sent to this candidate's reviews on RateYourProfessor.com. The first review read something like, "This guy does not know what he is talking about and gives everyone A's." My friend then read

through the other reviews and found that most of the students found this teacher to be very hard and very knowledgeable. My friend was then shocked, when the hiring committee was discussing the candidate, that one of his colleagues' only comment was, "He doesn't seem to really know what he is talking about, and I think he is an easy teacher."

This corrupting force of unregulated online review sites can be seen at UCLA, where the student association has developed a highly popular site where students can anonymously rate their professors in five basic categories and then write long review narratives. Much of the discussion on this site centers on how to get A's and how to avoid boring and incomprehensible professors. There are also extensive discussions of how to do the least amount of work and get the highest grade. While I think all of these discourses are fraught with problems, what really concerns me is how these unscientific rumor mills shape students' expectations of their courses and their teachers.

For example, in a few of the reviews evaluating my courses, it falsely states that everyone gets an A- and that I do not like pre-med students, so I don't give them A's. While we may be tempted to just dismiss these online statements as meaningless comments, what should concern us about such unregulated evaluations is that they may affect official reviews. For instance, some students wrote in their official evaluations that they expected to get an A- in the course and were upset when they



UC Santa Cruz lecturers supporting the union.

realized that they might be getting a lower grade.

Direct impact on lecturers

This concern over student evaluations should not be taken too lightly since, for lecturers in the UC system, these questionable assessment tools are the main ways that non-tenure-track faculty are evaluated. It is important to stress that non-tenured faculty are the new majority of all faculty in American colleges and universities, and therefore they are very vulnerable to the opinions of students who write reviews for very different reasons.

As union president of the non-tenured faculty in the UC system, I have dealt with numerous unfair hiring decisions that were made solely on the basis of student evaluations. In response to this problem, I made sure that we wrote into our contract that student evaluations could not be the only means of assessing faculty. Unfortunately, it is simply easy for administrators to rely on these evaluations for making quick assessments of contingent faculty members.

Student evaluations rarely rise above the level of the campus gossip mill, and it is unfortunate that so many of our faculty are assessed by these unscientific tools.

How tax justice in California could erase deficit with \$20 billion in new revenue

Progressive taxes can solve state's fiscal uncertainty

by Lenny Goldberg

Despite a huge budget deficit, California's tax system leaves out opportunities to increase revenue through the closing of loopholes, exclusions, and the implementation of progressive taxation alternatives.

When Gov. Arnold Schwarzenegger cut billions in revenue and borrowed to cover the previous deficit, the burden of cuts was shifted to the state's vital services, including education, health care, public safety and programs for the poor.

Though the state always faces deficit problems during an economic recession, the vast scope of this year's \$16 billion deficit stems directly from the governor's cuts in revenue and the resulting costs of borrowing. So, where are the revenue sources to make up the difference?

Taxing oil already shot down

California is the only state in the country without a production tax on oil, and taxes oil far, far lower than any state — less than any place in the world, our research shows. Two weeks ago, Assembly Democrats tried to do just this, but were shot down by Republican legislators.

In the past, the argument against an oil production, or "severance," tax was that oil was a declining resource, and brought in "only" \$300 million or so. But with oil prices in California at \$85 per barrel, an oil severance tax

based on the price of oil would bring in over \$1 billion.

And at these oil prices, production is going to continue for a very long time. Over the years we have left billions in oil tax revenue in the hands of oil companies. We can no longer afford to do so; this tax should still be considered an option.

Equitable income taxes

California's top income tax rate of 9.3 percent begins at income levels of about \$90,000 for a working couple. In the Reagan and Wilson administrations, the top brackets were 10 percent and 11 percent for the highest income earners, but those have flattened out. Now working families pay the same as far wealthier families.

Adding higher brackets at \$400,000 — the top 1 percent — and \$800,000 would bring in about \$2 billion yearly. Most of the revenue would be from the very wealthy — the top 0.3 percent who earn 17 percent of all income. We should restore the rates of the Reagan and Wilson eras. (*Note: AB2897, recently introduced by Loni Hancock, D-Berkeley, would alter top income brackets to raise \$4 billion to \$5.6 billion. —Ed.*)

Close corporate loopholes

Then there are corporate loopholes. Businesses fight hard to maintain their tax advantages, usually with the argument about driving jobs out of California. But the legislative analyst has taken a straightforward approach

to this issue, similar to an approach the California Tax Reform Association put forward along with Sen. Martha Escutia several years ago: limit the amount of corporate income which can be sheltered through the use of these credits.

The legislative analyst has identified approximately \$700 million in revenue from limiting the amount that research and development credits, and loss-carry forwards, can shelter income. She also argues, and the CTRA agrees, that the state's enterprise zone program is wasteful and ineffective, and could generate another \$100 million.

CTRA would add to that, limiting to small companies the use of the Subchapter S form of organization, which is what it was intended for, not so large companies can avoid corporation taxes. This would produce \$300 million.

And, while the state has cracked down on abusive tax shelters for personal income taxpayers, better information disclosure could add another \$100 million — at least — from corporate tax evaders. So, we should add another \$1.2 billion in corporate-loophole limitations, which have far more to do with tax sheltering than with real business decisions.

Reforming Proposition 13

The largest business loophole in the state's tax system, by far, is the failure to reassess commercial property, which is protected by Proposition 13. The failure to tax non-residential property on the basis of market value is loophole-ridden, economically counterproductive, harms land use decisions, and fails to generate revenue from



Lenny Goldberg

economic growth.

Reassessing commercial property would generate \$4 to \$5 billion for cities, counties and schools — at least. It requires a constitutional amendment, but must be part of any long-term revenue solution to the state's fiscal problems.

Smaller ticket items

There are many, many additional sources of revenue. The sales tax base could be broadened, to include such things as admissions to sporting events and amusement parks, cable TV, and digital downloads, for well over \$1 billion, and perhaps much more. Pollution charges and other "green" taxes can raise billions.

There are smaller but egregious loopholes, like the ability to avoid sales tax on yachts (\$26 million), and the incentive for commercial property owners to buy out-of-state property and avoid capital gains (\$50 million).

The truth is, there are many billions of dollars from progressive revenues that should form the basis of a solution to our state's daunting but closeable budget deficit.

Lenny Goldberg is executive director of the California Tax Reform Association, a non-profit organization based in Sacramento that advocates for fair taxes to build a healthy public sector. To learn more, go to <www.caltaxreform.org>.

How to build a bigger state coffer

BIG TICKET ITEMS: A billion at a time

\$4.8 billion	Restore Vehicle License Fee tax rate to 2 percent
\$4.5 billion	Tax large corporate commercial property at market value
\$2.8 billion	Begin 5 percent surtax on income before tax deductions considered
\$2 billion	Restore upper income tax brackets to 10 and 11 percent
\$1.3 billion	Increase corporate tax rate by 1 percent to 9.84 percent
\$1.2 billion	Initiate sales tax on legal services
\$1 billion	Initiate a 6 percent tax on oil production

SMALLER TICKET ITEMS: A million at a time

\$700 million	Limit corporate use of R&D credits and loss-carry forward to shelter income
\$400 million	Cap mortgage interest deductions at \$500,000 of debt
\$300 million	Restore Subchapter S corporation tax rate to 2.5 percent
\$280 million	Initiate sales tax on cable TV and other program distribution
\$100 million	Crack down on corporate tax evaders
\$100 million	End enterprise zone program
\$50 million	Eliminate incentive for commercial property owners to buy out-of-state property and avoid capital gains
\$26 million	End ability to avoid paying sales tax on yachts

\$19.56 billion total — could more than close the \$16 billion deficit

New workload equivalencies for lecturers

By Bob Samuels

As a part of our recent contract reopeners for Unit 18, UC-AFT and the Office of the President have agreed to a list of duties that shall receive workload equivalencies, pursuant to Article 24.A.6 of our contract.

Workload equivalencies should be factored in when these duties are assigned or are expected to be performed by a lecturer in addition to his or her regular teaching duties. These duties shall receive workload equivalencies whenever such duties are required or clearly expected by the university, and are neither included in the lecturer's appointment percentage; nor in the IWC assigned to the course; nor are compensated under another title. Should a campus acknowledge these duties by other forms of compensation, then it may continue to do so instead of providing an equivalency.

What's covered

Here is the agreed-upon list:

1. Committee work for department or program; e.g., standing personnel committee, curriculum development committee, exam committee. (This does not include ad hoc review committees such as an excellence review committee.)
2. Designated service as an adviser or mentor to undergraduate students and graduate students; e.g., thesis or dissertation adviser, undergraduate major adviser, honors work mentor, or training.
3. Provision of independent study courses.
4. Administration of placement examinations; e.g., writing, languages, arts, or music.
5. Coordination and supervision of extracurricular activities; e.g., student publications, student organizations, field trips, performances, exhibits, fundraising, and special events.
6. Development and coordination of internships.



"Your predecessor was good at the opening threats and bluster...but he always disappointed me by actually reaching an agreement with the union."

7. Course coordination for instructional offerings that are delivered via multiple instructions and sections; e.g., administrative scheduling for locations and times of sections, coordination of laboratory facilities, development, compilation and management of common course materials.

8. Course, curriculum or program development; e.g., online instructional materials, course redesign, or website content.

9. Special advising, tutoring and coaching, or community outreach programs sponsored by a program or department; e.g., interactions or meetings between language and music faculty and students outside of office hours. -

This list of duties is not exhaustive. Equivalencies may be awarded in any situation where an NSF is required or clearly expected by the university to perform duties in addition to his or her assigned teaching duties.

ATTENTION LECTURERS



Check out the new *interactive*
Unit 18 contract manual at:

http://www.ucop.edu/atyourservice/employees/policies_employee_labor_relations/collective_bargaining_units/nonsenateinstructional_nsi/mou/index.html.

Privacy concerns remain

UC-AFT joins the Staywell program

By Karen Sawislak

Last year, the UC-AFT executive board joined all of the other UC unions in opting out of the new UC wellness program (Staywell) because it was not clear to the board that UC had made adequate provisions to ensure members' privacy.

Last month, UC management arranged meetings with its unions and with representatives from Staywell. At the meeting with UC-AFT, it became clear that the privacy concerns that our executive board had expressed were being addressed. Most importantly, we have been assured that the Staywell program will ask for your permission before sharing your personal information with anyone else.

Therefore, UC-AFT has decided to opt back into the program so as to allow you to make this choice for yourself. Within the next few months, you will be getting notification of this from Staywell, and you can fully participate, if you choose to do so. (Note that this program is voluntary, and there is a modest financial incentive to participate.)

Proceed with caution: protect your privacy

The union leadership does not, however, make any recommendation about whether you should or should not participate. Some concerns remain. Though the UC health plans indicated, in writing, that the health survey information Staywell collects would not affect future insurance eligibility or rates, we remain concerned about possible harm to our members, despite this pledge. In addition, we are wary of electronic data security issues at the health plans.

The Staywell health assessment survey will ask participants if they will allow their survey information to be released to their health plan. If you do decide to participate, we strongly encourage you to refuse permission when you are faced with this choice.

Most other UC unions have continued to opt out of the Staywell program on behalf of all those they represent. These unions have expressed concern about the possible future misuse of the wellness plan to determine individual health insurance premiums and coverage for UC employees. For example, some private sector employers now require that employees participate in wellness plans in order to receive lower insurance premiums and co-pays.

UC management has not promised us that it will never implement a similar practice, and therefore, UC-AFT shares our fellow UC unions' concerns about possible abuses of a wellness plan. We have told UC's Office of the President that while we support the access to health information and counseling now offered by the Staywell plan, we will strongly oppose any future misuse of such programs.

In the end, the UC-AFT executive board was persuaded that the Staywell program has adequate privacy protections and it wanted to allow members to decide for themselves whether to make use of this wellness program. As you make your own decisions about whether or not to participate in Staywell, please be mindful of the issues outlined above.

2007-08 Raoul Teilhet Scholarships

In 1997, the California Teachers Association (UC-AFT's parent union) established the annual Raoul Teilhet Scholarship Fund, in order to help the children of members to achieve their higher education goals.

The fund was named after long-time CFT leader Raoul Teilhet (with bullhorn, below, c. 1972), who served the organization as president from 1968-1985. The fund awards scholarships in amounts ranging from \$1,000 to \$3,000.

Those eligible for the scholarship fund include high school and continuing college students who are children of CFT members, and children of deceased CFT members. Scholarships may be awarded for any one year of higher education; those who received scholarships as high school seniors are not eligible for another scholarship.

The application for college students is due by July 1, 2008, and can be found at www.cft.org/home_news/rtscholarships.html.

At that URL, you may also download a scholarship flyer to pass out to members without web access, informing them how to get the application forms; and another flyer with information on all labor scholarships available to CFT members, including those from American Federation of Teachers, the California Labor Federation, and the AFL-CIO.

For more information, contact your AFT local or call 818-843-8226.



Raoul Teilhet

Transparency, accountability still focus of legislation

by Kevin Roddy

There are four pieces of news on the legislative front which UC-AFT is following.

Assembly Bill 1649 (Soto and Levine). This bill would have permitted the regents to provide Social Security protection to UC employees with a less-than-half-time appointment but was allowed to die quietly in January.

In view of the current budget, it was unlikely that the governor would have signed it, and, at a projected cost of almost \$28 million, it was even more unlikely that the regents would have approved it. UC's lobbyist, in fact, would have withheld support (and thus killed the bill) unless only lecturers were stipulated; in a consideration of fairness, the council felt that we could not ethically abandon our fellow UC employees.

• **Senate Bill 1596 (Yee),** on the other hand, is very much alive, and, pending endorsement by the council, we are positioned to support it. Essentially, it will limit any contract that the administration approves to three years' duration.

It still requires the university to accept the lowest responsible bidders, but adds enforcement provisions. Bidders, in order to be considered responsible, must provide information that will be published "in the State Contracts Register published by the Department of General Services."

Further information can be found at www.leginfo.ca.gov/cgi-bin/postquery?bill_number=sb_1596&sess=CUR&house=B&author=yee.

• **Senate Bill 1696 (Yee),** also concerns contracts, and this also has received our provisional support. The measure seeks to expand disclosure requirements for the external review contracts that the UC administration awards; that is, "confidentiality" can no

longer serve as a blanket excuse for not indicating the findings of a review of "any aspect of that agency."

Most importantly, the bill includes external audit reports. It is however a depressing commentary on the habitual secretiveness of the administration that the Senate bill needs to insist it "does not constitute a change in, but is declaratory of, existing law." The text, status, and history of the act are available at http://www.leginfo.ca.gov/pub/07-08/bill/sen/sb_1651-1700/sb_1696_bill_20080222_introduced.html.

• **Assembly Concurrent Resolution No. 79 (Anderson)** calls on the University of California to "divest from foreign companies with business activities in the Islamic Republic of Iran." The council will decide whether or not to support this resolution at its April meeting. Details are at www.leginfo.ca.gov/pub/07-08/bill/asm/ab_0051-0100/acr_79_bill_20080107_introduced.pdf.

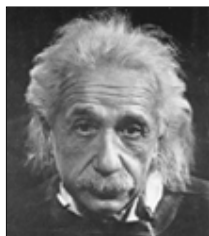
Kevin Roddy is a lecturer at UC Davis in Medieval Studies and is the union's vice president for legislation.



(Rev. Israel Alvaran, photo)

A "bread and roses" action was held outside UCSF on April 3, the eve of the anniversary of the assassination of Dr. Martin Luther King Jr., to honor his life's work of non-violent civil disobedience in the cause of economic and social justice. The action was sponsored by AFSCME, which represents

service and patient care workers at the UC campuses systemwide. Members from other UC unions joined AFSCME workers on the picket line to demand fair wages and benefits as well as dignity on the job. "We want bread and roses too" was originally a slogan of the Lawrence, Massachusetts textile strike by the Industrial Workers of the World of 1912, and is now taken up by workers around the globe.



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 ASSESMENT			
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

New librarians' contract *(continued from p. 4)*

There are many other changes – too numerous to mention – of less general significance, but which were, nonetheless, important to one or more members of the bargaining committee. They will be apparent to those concerned with them when the full text of the proposed new MOU is published on the web. In addition, UC-AFT will prepare and distribute a comprehensive article-by-article explanation of the changes to the MOU.

Committed bargainers win important changes

In general, the bargaining team and the negotiating team did a fantastic job over the past months in getting this tentative agreement. In more or less weekly meetings and in the two-day marathon that concluded our discussions, team members worked hard to articulate their

concerns and those of the members on their respective campuses.

We now are in a good position to begin organizing for the important economic struggles that lie ahead. We cannot afford to lose the momentum that we have already built. For the first time in a very long while, the librarians on almost every campus are organizing and expressing their concerns. There is a growing militancy and understanding that our employer does not generally deliver good working conditions or improved compensation simply because it is just, or even simply because it is in the interest of the institution. If librarians expect to receive comparable pay to our colleagues at CSU (and in some cases even at the community colleges!) we will have to fight for it.

Our unit has won a huge victory in resisting the changes to the peer re-

view system and the step system that the University administration (and specifically the library administration) wanted to impose on librarians. We won that victory without having to give up anything of substance on our side. We will re-enter the negotiations over salary in the fall (or perhaps at the end of the summer) with nothing but the economic issues on the table. We have nowhere to go but up and the administration has no articles open with which to retaliate. What we will get depends upon nothing except our willingness to organize and fight for the compensation that librarians deserve.

Mike Rotkin is a lecturer in Community Studies at UC Santa Cruz and the union's vice president for organizing. Karen Sawislak is UC-AFT's executive director.

