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Lecturers  
& Librarians  
FOR QUALITY  
EDUCATION

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BOB SAMUELS, UC-AFT PRESIDENT

## March 4th: our voices were heard

It is clear from press reports that the central messages of the March 4th protests were heard. All of the major mainstream media ran articles on how the cuts to state funding have increased the cost of tuition and have put higher education out of the reach of millions of students nationwide.

Many newspapers and television broadcasts also mentioned how classes are getting larger and contingent faculty are being let go. There were even some articles about how public institutions are being privatized.

Another central message that was communicated successfully was the notion that groups from different edu-

cational sectors were joining together to fight for more funding. In linking the issues facing K-12 to problems that community colleges and universities are facing, the protesters were able to show that a powerful voting block is being formed. This new political coalition represents the desire of the majority to protect public education and to fight against the continuing assault of privatization.

### Working together for change

The next stage of this movement has to be to use this new coalition power to change how states fund education. Just as the tea party movement is pushing the Republicans to move to the right, we now have to use our power to move the Democrats to the left.

This means that we have to fight for a progressive tax system that restores funding for public programs, while we make sure that wealthy individuals and corporations pay their fair share of the taxes. In many states, enough revenue can be gained by simply closing corporate and personal tax loopholes.

To push for a new public agenda, it is essential for unions and other large groups to tell Democratic candidates that they will not be supported unless they state how they will protect public education and public workers.

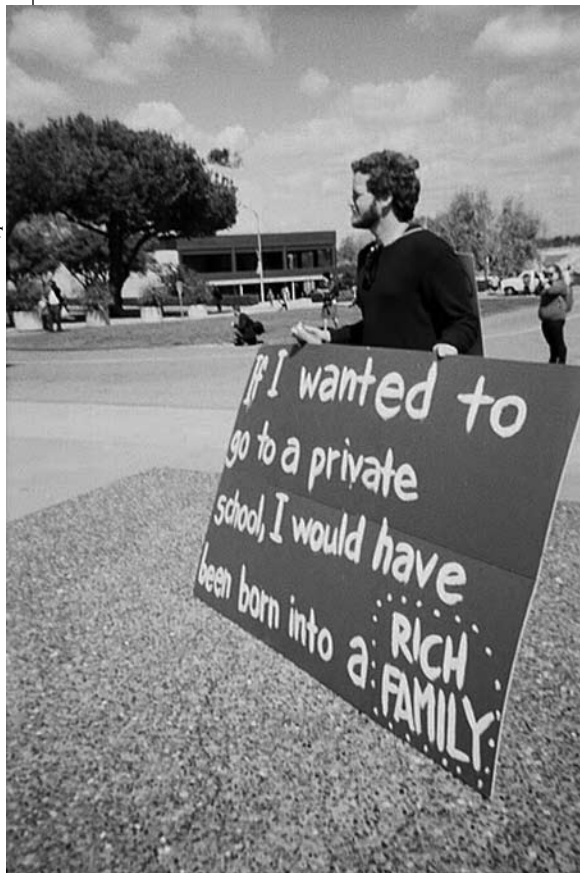
While many Democrats say that they are afraid to talk about taxes because they do not want to be attacked by the powerful right-wing media machine, we have to let them know that candidates who do not propose real solutions will not get elected.

The same type of message has to be sent to President Obama. We need to let him know that the

Republicans have no interest in making deals and that he needs to spend his time working on a clear progressive agenda: real health care reform and a real jobs bill.

We also need to regulate the financial markets and to cut out the private corporations from student loans. In other words, on all levels of government, we should only support candidates who really support us.

*Bob Samuels is UC-AFT's president, and teaches writing at UCLA.*



*An Irvine student sends a message to the regents.*

**On the cover:** UC Santa Cruz librarian Frank Gravier joins colleagues to make his voice heard on the statewide March 4th Day of Action (Allison Guevara, photo).



UC-AFT PERSPECTIVE  
VOL 22, NO. 2 • SPRING 2010

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

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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.

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# Tens of thousands rally for public education statewide

By Bill Quirk

On October 24, 2009, students, faculty, and parents from around the state gathered in Berkeley to plan a statewide response to increases in class size, increases in fees, mass layoffs, and chronic underfunding of our schools. Accounts from attendees at the mobilizing day concede that not much was agreed upon other than to begin organizing a statewide day of action on March 4.

March 4 became the culmination date of a series of direct actions at campuses across California. A unique element of these sit-ins, building occupations, and protests was the broad participation of faculty, staff, and students. On March 4, close to 50 events statewide were widely attended by K-12 teachers, administrators, students, and parents, alongside college and university folks. Nearly every UC campus had large and lively demonstrations.

Some critics have suggested that March 4 events had low turnout, but this was not the experience of the thousands in attendance. Possibly more important than numbers was the diversity of attendees and the consensus amongst them that education in California must be a priority in the state budget.

The California Budget Project recently released a presentation on the top 10 budget myths and truths. According to the CBP, we spend 52.6% of the state's general fund on education, 40.4% on K-12 and 12.2% on higher education. This seems like a large percentage of the budget, but relative to other states our education spending is very low. We rank 46<sup>th</sup> in per pupil spending.

If the governor's budget proposal passes, we will be spending \$1543 less per student in inflation-adjusted dollars in 2010-11 than we did in 2006-07. The K-14 proposal barely satisfies the constitutionally mandated level of funding and would reduce 2009-10 funding levels by nearly \$2 billion. The budget proposal, which came out in early January, offers to restore \$305 million of UC's 2009-10 funding cuts, and increase enrollment funding if federal assistance comes through. This shift in high-

er education funding was largely credited to the wave of protests that occurred on college campuses after fees were increased in October 2009.

The political and budgetary implications of March 4 remain to be seen. Once again, we wait for the May revise and hope that the Democrats in the Legislature will come up with some ways to raise revenue. By May, March 4 will seem like distant history to our representatives in Sacramento. We'll need to keep organizing to push our legislators to a budget that doesn't compromise on education.



Fred Lonidier, photo

Marchers step off in San Diego, with UC, CSU and community college colleagues joining together for a major rally.

Within the UCs, we continue to see campuses prioritize buildings and construction over undergraduate education. The most recent revelation in this regard is the \$25 million dollars in student fees that UCLA planned to use to renovate Pauley Pavilion. After intense media scrutiny, UCLA decided to reduce its use of student fees for the Pavilion by \$15 million dollars. UCLA claims the projected cost of the renovation was reduced, alleviating the need to use student fees.

The reality is that post-March 4, stories about UC's financial indiscretions, particularly concerning student fees, have much more traction with the media and public. If the Pauley Pavilion situation is any indication, UC administrators are feel-

ing pressure to at least use student fees for education.

UC-AFT believes the \$15 million should immediately be redirected to back-fill program cuts. UCLA has rescinded most of the layoff notices they issued to lecturers last year. One notable exception to this is UC-AFT president and UCLA Writing Program lecturer, Bob Samuels, who is among a small group of people actively exposing UC's lack of transparency and prioritization of profits at the expense of a quality education. It would take *much* less than \$15 million to rehire Samuels and

the two other Writing Program continuing appointees who still hold pink slips (see related story, page 12).

As we approach the May revise, the Commission on the Future of UC is pushing ahead with recommendations that would continue UC's path toward privatization. If we can take our March 4<sup>th</sup> momentum and focus it on the work of the commission, or, as proposed by Samuels, on the Alternative Commission on the Future of UC, we may have a real chance to push UC in the right direction. Fortunately, March 4 created a lot of momentum.

*Bill Quirk serves as UC-AFT's director of education, as well as an organizer at UCSB.*

## Unit 17 librarians ratify new contract

by Mike Rotkin

As you will all too painfully recall, when we started the current round of bargaining almost two years ago, we had high hopes of achieving pay parity with CSU librarians, whose salaries UC librarians trailed by about 20%. Initially, we were very successful in fighting off an attempt by the administration to replace librarians' current professional status and salary scale – which involves defined ranks and steps, and processes through the Librarians Association of the University of California (LAUC) for advancement – with a range system in which the administration could decide on a case-by-case basis who they believe deserve pay increases.

It was only because librarians, outraged at these administration proposals, acted together that we were able to defeat them and accomplish a new workload agreement and a number of other important, non-salary improvements to the Unit 17 contract (MOU).

However, before we could resolve our differences over salary issues, the state budget crisis and the international economic meltdown hit. Although we continue to believe that, despite the state budget cuts and other problems, the UC system has plenty of money to fund decent librarian salaries, it has become increasingly difficult to persuade the public, and even many of our own members, that UC can afford to make the kind of salary increases for librarians that we know are long overdue. Put in a direct statement that I assume few of you will challenge: this is not a good time to be bargaining salaries with UC.

Consequently, the Librarian Bargaining Committee, and the smaller Librarian Negotiating Team that comes out of that larger body, decided to see whether there was some way to postpone bargaining for a year without completely losing some of the real headway we had made earlier in resolving librarian salary issues. On Wednesday, December 16, in a mediation session, the UC-AFT Librarian Negotiating Team and the University's Library Negotiating Team came to a tentative agreement that we believe is in the long-term interests of the librarians.

### Major provisions of agreement

The tentative agreement is not complex, but it does include a number of important provisions:

- 1) The current MOU will be extended another year, until September 30, 2012.
- 2) Reopener bargaining on salary for the 2011-12 academic year will begin by May 1, 2011. Until the conclusion of bargaining over salary, i.e., until the parties have an agreement or come to final impasse, the current MOU will remain in place and the university may not impose

*Jeff Narten, photo*



*A sea of signs on the steps of the Capitol Building in Sacramento on March 4.*

any new reductions in salary without the mutual agreement of the two parties.

This means that we have agreed to continue the current salary scale. Librarians will continue to receive merit increases as long as merit increases are provided to

Senate faculty. If the university provides a general range adjustment to Senate faculty, librarians will receive the same increase.

Should the parties come to impasse in the reopener bargaining over salary for 2011-12 that will begin by May 1, 2011, the librarians are free to strike – something librarians cannot do while the MOU is in effect. We did give up any claim to retroactive pay for the 2008-09 and 2009-10 academic years, but none of us believes we ever would have seen an agreement on retroactive pay.

3) The agreement basically pushes forward by a year all of the other dates related to the reopening of bargaining, both for the salary reopener and for bargaining over a new or successor agreement. For instance, it advances the date when the parties must select which articles to bargain.

4) Perhaps most important, the two parties agreed that, when salary bargaining recommences, the work we have done in the current bargaining “shall frame the basis of salary negotiations going forward in reopener negotiations.”

What this means in substance is that we will begin our reopener discussions over salary with the new salary scale that the university administration proposed last April -- a salary scale that deals with the current compaction problems in the existing scale (with its overlapping steps) by requiring 5% differences between steps that have a two-year review cycle and 7.5% differences for those steps at the upper end with a three-year review cycle. The discussions will then, naturally, focus on a simple but no doubt controversial issue: at what level will the first step of the new scale be set? That is precisely where we were in the mediation process when it became clear that the two parties were not going to make any real progress in salary bargaining.

5) In addition, we agreed on an explicit right for both parties to “make proposals and introduce concepts including but not limited to the relationship of the award of Distinguished Status and advancement from Librarian Step V to Librarian Step VI.” There was also agreement between the parties to “share information on current practices regarding this issue” in the interim.

6) There was concern that a number of small libraries that are not under the

*(continued on p. 10)*



## *UCOP's black box budgeting*

# California legislators vote to conduct UC audit

by Axel E. Borg

To what degree is the University of California accountable to the people of the state of California and, by extension, to the employees of the university? This question is at the heart of many of the actions that have taken place and are taking place as we move through the early 21<sup>st</sup> Century. After some discussion about jurisdiction, the California Legislature's Joint Legislative Audit Committee decided that it was within their authority to audit the University of California. The University of California, Office of the President and the university's budget have been characterized as a "black box." This image of a black box turns out to be more than just an abstract characterization. Let me explain.

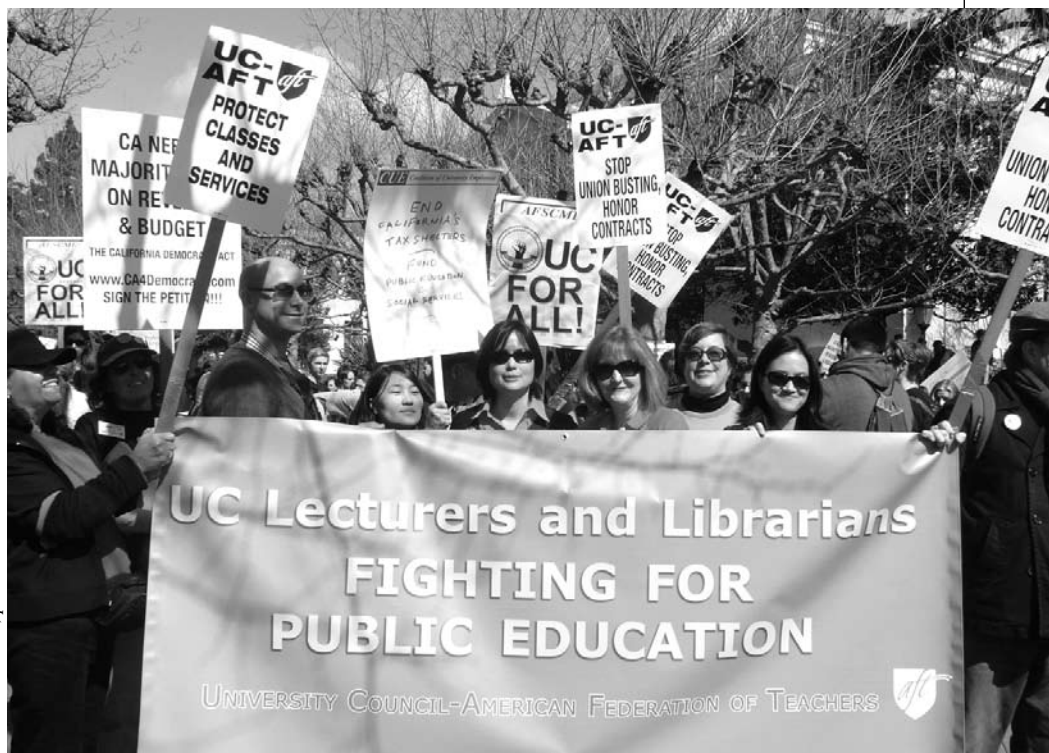
Late last year, the unions representing UC employees began working with the California Federation of Labor to pry open the black box. Our own president, Bob Samuels, working with the Cal Fed's Sara Flocks, began crafting an audit request. The next step was to work with the other unions – CNA (California Nurses Association), AFSCME (American Federation of State, County and Municipal Employees), UPTE-CWA (University Professional & Technical Employees) and UAW (United Auto Workers) – to insure that we presented a united front.

Once all of the unions were together in the intention of the audit, Cal Fed worked with Senator Leland Yee to sponsor the audit request to the Joint Legislative Audit Committee (JLAC). All of this involved a great deal of behind-the-scenes work to build and maintain support for the audit and craft an audit that would be possible within the resource constraints of JLAC.

The stage was now set for the audit request hearing. JLAC is made up of an equal number of senators and assemblypersons, and also has an equal number of Republicans and Democrats. Since the Democrats control the Legislature, the chair is a Democrat and the vice chair is a Republican. Legislators appear before JLAC to make the case for their proposed audit. The state auditor then comments on the feasibility of the audit request. Next, the agency affected by the audit

is given a chance to discuss the need and effect such an audit would have. Only after the affected agency presents can supporters of the audit speak. Since audit requests must come from a legislator, we are fortunate that Senator Leland Yee (D-San Francisco) sponsored our audit request.

itself purported to show how indirect costs were handled by UCOP by inviting the reader to "Enter the black box!" To further emphasize the rhetoric, the report contained an illustration of a black box with a flashlight shining on the outside. I held up a copy of the report with the illustration circled for the committee to see,



Vanessa Tait, photo

*UC-AFT's Berkeley local joins the March 4 protests.*

I, as UC-AFT's new vice president for legislation, was one of the speakers, along with UPTE's president, Jelger Kalmijn. The day prior to the hearing, I had the CFT/AFT distribute a copy of a report on the use of indirect cost money, which had been published on the UCD website, to each member of JLAC.

### Legislators question UC

On the day of the hearing, the representatives from UCOP tried to make the case that they did not need to be audited, using the same old UC rhetoric: UC shouldn't be subject to yet another audit, we have provided all this material, all of our budget information is posted on the web, etc.

Then I spoke, drawing attention to the report by the UCD Office of Resource Management and Planning (ORMP) on indirect costs given earlier to legislators. On the third page of this report was the smoking gun. The report

and said "this does not seem like transparency to me."

UC Davis itself had provided a concrete example of its "black box" budgeting, which until now has largely been dismissed by UCOP as rhetoric.

The vote, by 11 legislators, was unanimous for the audit, and the two dazed UCOP officials left the room.

What is next? The unions will get together with the state auditor to help develop a strategy for the audit. The audit should begin in a month or so and will take an estimated 8 months to complete, at which time the audit will be released.

*Axel E. Borg is the bibliographer for wine and food science at UC Davis. In addition to being UC-AFT's vice president for legislation, he serves as president of the Davis local.*

# Librarians will be back!

by Mike Rotkin

*Long before I ever imagined I would become an academic employee at the University of California, I held an image of the university in which it was a rational institution supportive of intellectual inquiry. I never doubted that universities would understand their central mission to be research and teaching aimed at promoting the public good. Beyond this I had always assumed that all universities would be good employers who would value and appreciate the con-*

creasing corporatization of UC has led it to focus its resources not on undergraduate or graduate education, not on research in general, and not on public service, but rather on protecting its profit centers (patient production, hospitals, increased student fees), its physical plant, and the often obscene salaries and benefits of its top administrative officials and highly paid consultants.

## Damaging to the institution

All of this comes at the expense of undergraduate students, staff and academic employees, and the ostensible primary mission of UC as an educational institution. UC pays its professional librarians about 20% less than their counterparts at the California State University and below many community college librarians in the state. The UC-AFT has demonstrated that the consequences of this compensation scandal are serious problems with increased workload for librarians and failed recruitment and retention of quality librarians. Many campus administrators are well aware of these problems and have struggled to find "work-around" solutions, such as hiring people out of class, etc.

It is not that UC does not have the funds to fix this problem. This year, UC has more money than ever in its history, and this is despite a cut in state funding. And yet, at the bargaining table, the UC administration was completely unwilling to put *any* money towards increased librarian compensation. There was, however, money for increased compensation for top administrators. (To cite but one example, the Regents recently voted to give UC President Yudof an estimated \$4 million life-time retirement increase if he stays for five years.) Build-

ing on virtually every campus continues at a breakneck pace.

It's clear that the UC administration refused to engage in serious bargaining with UC librarians because they don't think they have to. Libraries, which many believe to be the defining feature of first-class universities, are clearly no longer a priority. Ratings of UC libraries have fallen dramatically among their peer institutions. In the big picture, this is not rational, but in corporate logic, it makes total sense. Universities and their libraries played and could continue to play a key role in driving the California economy, but they are not profit centers for the university itself. So why invest in them? Professional librarians are arguably the most critical factor in defining successful libraries, but if the libraries don't matter, neither do the people who run them.

The entire librarians unit at UC represents fewer than 400 employees, so, at least by themselves, librarians don't pose a serious threat of disruption in an institution with over a hundred thousand em-

UCSC lecturer Chris Hables Gray (far right), with t



UCB Africana librarian Jason Schultz.

tributions of their employees, treat them fairly, and compensate them well for their work. After all, that is what *enlightened* employers do.

I guess I must be a slow learner, because it took me a very long time to allow myself to be disabused of these earlier beliefs. I would never have believed how irrational, unjust, and even morally corrupt the institution has become. While no institution can ignore its "bottom line" in difficult financial times, I have been frankly amazed to discover that the in-



Allison Guevara photo



employees. So, if the quality of libraries is no longer a major institutional concern, then neither is the fate of the people who make them work.

### The politics of making resources visible

Given this reality, the report on the recent librarian unit settlement will not require many more words. The university has plenty of funds to meet the more than reasonable compensation demands of the librarians, and our bargaining team was very successful in demonstrating that major compensation increases were justified, not only in terms of what would be just for librarians at UC, but also in terms of what would be good for the libraries as institutions.

Unfortunately, perception often is reality and it is simply the case that it is very hard to persuade the public (and even many of our members) that this is a good time for workers to be demanding pay increases – even when they are more than justified. It is particularly difficult if you

two of his students from Crown Core Course.



Mitchell Brown, photo

UCI librarians Brian Williams (Criminology, Law & Society) and Virginia Allison (Visual Arts and Dance) demonstrating for public education on March 4.

are a small bargaining unit, the university has been largely successful in persuading the public that money is tight, and cuts, furloughs, student fee increases, and reduced services and educational quality are the order of the day.

So, effectively, given these difficult conditions, the librarian unit made an orderly retreat. We were successful in establishing a new structure for future salary bargaining that will remove the current problems with compaction of salaries (merit steps too close together), so that when bargaining commences in about a year, we will be in a much better position than we were when bargaining began two years ago and the university attempted to replace the step system with an administration-controlled bonus system.

We were able to get some new severance benefits guaranteed for librarians on five campuses with small libraries where their rights to retreat to the larger libraries will probably be limited. We clarified how we can approach challenging the way in the “barrier step” limits the ability of librarians to get promotions late in their careers at UC, and we did get a very modest increase in professional develop-

ment funding for librarians. There are a number of other small improvements in the final settlement agreement.

But we don’t fool ourselves. The vast majority of librarians who voted to ratify this contract understand that it was a tactical necessity to do so at this time. Because the only thing that the university responds to these days is disciplined force and not reason, continued bargaining under these conditions and without a credible strike threat would not have likely been a fruitful exercise. Librarians are certainly not happy with the outcome or content with the current level of their compensation.

It is clear that the future of librarians at UC depends upon our ability to forge alliances with Senate faculty, with other unionized employees, with students, and with the wider public in California. As we continue to prepare for renewed future bargaining over compensation, workload, and other issues, librarians will have to work harder to build our coalitions with these potential allies. The future of librarians and their libraries cannot be separated from the wider struggle of returning UC to its core missions of research, teaching, and public service. We will be back!

*Mike Rotkin lectures in Community Studies at UC Santa Cruz. He serves as UC-AFT’s vice president for organizing, and was chief negotiator for Unit 17.*

## UC-AFT's pension letter to UCOP

In early February, UC's vice president for human relations, Dwaine Duckett, wrote to UC-AFT to ask that the union set aside its other differences with the university administration and join UCOP in pressing the Legislature for state funding of employer (UC) portion of pension contributions. To date, the Legislature has refused to provide funds to UCOP that would cover this cost.

While UC-AFT agrees that state funding should cover the cost of employer pension contributions for state-funded employees such as our non-Senate faculty and librarians, the union's executive board declined Mr. Duckett's invitation. The reasons for this are explained below in UC-AFT's response to Duckett, dated February 12, 2010. We have not received any reply from Mr. Duckett.

Dwaine B. Duckett  
Vice President of Human Resources  
UC Office of the President  
1111 Franklin Street, 5<sup>th</sup> Floor  
Oakland, CA 94607-5200

Dear Dwaine:

I am writing today on behalf of the UC-AFT Executive Board, in response to your letter to me dated February 5, 2010.

In your letter, you invited UC-AFT to join with the University to work to restore state funding to the UCRP. UC-AFT respectfully declines your invitation to go hand-in-hand with the University to the Legislature. While we agree that the State should provide funding for pension contributions for those UC employees whose salaries are paid out of state-provided funds, we disagree strongly with the misplaced priorities and lack of accountability demonstrated over and over again by the current UC leadership. We therefore cannot join you in your efforts and will undertake our own campaign to win greater state funding. Our efforts will require that any new state support is conditioned upon greater transparency and accountability from UC's Regents and administration.

We wish to note the following:

1. UC employees have no representation on the UCRP governing board, a situation unique among large publicly-funded pensions in California. The decisions of the Regents that have led to UCRP's large unfunded liability – including the crucial decision by UC to suspend all employer contributions for these past 20 years and divert those funds elsewhere – were all made without the participation of the employees whose retirement is supposed to be guaranteed by the UCRP. Unless and until the Regents agree to allow employee representation on the board that controls the retirement funds of UC workers, we cannot in good faith join in a University request for state funding of UC employee pensions.
2. Although the UC had a record year for revenue in 2008-09, the leadership of the institution has refused to share revenue between sectors of the institution. This choice has created an enormous crisis in the delivery of core educational services, thereby turning the University away from its most crucial mission. The UC has steadily disinvested in undergraduate education even as it has continued to enrich its top managers and thrive in its research, auxiliary, and medical operations. Under these circumstances, there is no way our union can represent to the Legislature that UC can be trusted with any new state funding, unless such funding is strictly tied to measures for budget transparency and accountability.
3. UC has decimated the ranks of the lecturers we represent, leading to shortages in course availability and longer time to degrees for undergraduates. The University has issued layoff notices to employees with decades of service, even though they teach required courses, and there are no alternative plans in place for the delivery of instruction. UC further has continually chosen to erode the strength of its libraries, and has dramatically increased the workloads and curtailed the professional opportunities for the librarians we represent. Our main message to the Legislature accordingly must be that the present UC administration cannot and should not be trusted to expend state funds to secure an excellent education for the Californians that this institution is supposed to serve.
4. In the specific area of retirement security, we wish to note that roughly 50% of the employees we represent are not eligible for UCRP. In addition, many part-time, long-term lecturers continue to be victimized by UC's practice of requiring that such individuals are Safe Harbor participants in the Defined Contribution (DC) Plan, in lieu of Social Security. This practice means that UC acquires no pension liability for these employees, and further evades even the cost of employer Social Security contributions, as the part-time lecturers themselves must fund the "safe harbor" retirement contribution to the DC Plan. Although UC committed itself in 2007 to work to resolve this issue, it has never taken serious steps to address this problem.

In summary, although our union agrees that the state should fund pension contributions for state-supported employees, as it does for employees in the CSU and Community College system, we do not believe that the current UC leadership should be entrusted with any new level of state support, unless such support is tied to very clear requirements for budget accountability and transparency.

This is the message we will be taking to the Legislature. We invite you to join us by affirming that UC will: 1) serve its public mission by prioritizing its core educational services over its profit-making operations; 2) allow employee representation on the UCRP governing board; and 3) implement new and fully adequate measures for budget transparency and accountability.

Sincerely,

Karen Sawislak  
Executive Director

cc: Mark Yudof, UCOP  
Peter Chester, UCOP



## Why UC-AFT rejects UC's post-retirement survey

By Karen Sawislak

In February, UC-AFT was informed that the UC Post-Employment Benefits Task Force would be circulating an online survey that was apparently designed to collect information about UC employee preferences and work-force retirement patterns. There were two versions: a short form that was made available to everyone, and a long version that was been sent to randomly selected employees.

After due consideration, the UC-AFT board decided *not* to authorize participation in the survey by the librarians and non-Senate faculty that we represent.

First, UC-AFT declined participation by our membership because UC-AFT is not in agreement with the fundamental premise of the task force, which is charged with finding ways to reduce post-retirement benefits. We contest UC's ongoing stance that it now faces permanent budget crisis that can only be alleviated through cuts to an employee's total compensation.

### No voice in pension fund

Second, UCOP has continually refused to allow union participation in its planning processes and in the administration of critical employee resources for retirement. For example, there is no employee representation on the governing board of the UC pension fund (UCRP), and this denial of a rank-and-file employee voice is unique among public pension funds in California. Similarly, the task force has no UC union representation among its membership. This group was convened by President Mark Yudof and its steering committee is composed exclusively of high-level administrators from UCOP and the campuses.

Our union, and all other UC unions, were not consulted about any of the work that this task force has undertaken, including the design of the survey that UC wanted our bargaining unit members to complete. Likewise,

we have had no input into how any collected information ultimately will be interpreted or utilized by the task force.

At this point, we believe it is clear that UCOP is intent on slashing the value of retiree health benefits and reducing pension benefits for new employees. We therefore were quite concerned that this online survey put in place to "appear" to gather employee feedback, when in fact there is already a predetermined outcome. We fully expect that the Post-Employment Benefits Task Force is the vehicle that President Yudof will use to set these cuts into motion.

For all of these reasons, and in coalition with other UC unions, UC-AFT declined to authorize the participation of our bargaining units in this UC survey.

Our stance, and that of our sister unions, has been clearly communicated to UCOP: that our retirees and active employees have worked for many years to accrue their post-employment benefits and that UC must look elsewhere to cut its costs. This primarily can be achieved by sharing revenues across all sectors of the institution and by reining in wasteful spending on a bloated administration.

We will continue our fight to preserve the value of UC benefits for current and retired employees and we will continue to keep you posted on new developments in this area.

*Karen Sawislak is the union's executive director.*



## Educators, public service advocates on 48-day march for California's future

A diverse group of Californians, including a San Diego community college professor, a Los Angeles probation officer, a Watsonville teacher, a Marina del Rey substitute teacher, and a retired Los Angeles teacher, are on a 48-day, 365-mile Bakersfield to Sacramento trek to call attention to the needs of public education.

Local teachers, students and community members, including many from UC-AFT, the California Federation of Teachers, and other unions, have been joining the march for parts of its route.

The marchers are making an extraordinary personal commitment and sacrifice to protest cuts to public education, public health and public safety, and to draw attention to the need to reclaim California's promise.

The marchers are due to arrive in Sacramento and join a massive rally there on April 21. For more information, visit [www.fight4calfuture.com](http://www.fight4calfuture.com).

## Librarian bargaining

(continued from p. 4)

budget control of the university librarians might be defunded in the current crisis, and that long-term librarians might be laid off in those units and not have rehire rights in other libraries on their campuses. We negotiated a new severance option to be established for librarians with career status in these small units at UCB, UCD, UCI, UCLA, UCR, and UCSF. Individuals who meet this qualification would be allowed to decide for themselves whether to retain their current rehire and reemployment rights or to take the severance pay option in lieu of such rights. The severance pay would be one week of salary for each year worked, with a maximum of ten weeks of base pay. Given the current budget problems being confronted on the campuses (whether we believe it was manufactured by UCOP or not) we feel we were fortunate to get this concession, as inadequate as it might be for the individuals impacted by such layoffs.

7) Last, but not least, we did get a modest increase in professional development funds to support attendance at conferences and other professional activities. Current funding levels on each campus were increased by 2% on January 1, 2010, and another 1% on July 1, 2010. While this is not a great deal of money, in conjunction with the increased availability of funds to each librarian on each of the campuses because there have been so many separations during the past year or so, it may make it possible for librarians to attend conferences that were previously beyond financial reach – in other words, more money available on each campus but divided among fewer librarians.

This tentative agreement was endorsed by a large majority of Unit 17 members in January. As your chief negotiator, I believe that the most important aspect of this agreement is that it will prevent the reduction of librarian salaries for the next year or two. Further, this agreement sets a context for our next salary negotiations, when perhaps the economic climate will have improved, in a way that should lead to a more rational and fair salary scale than currently exists.

I want to commend all of the members

## Unit 18 lecturers ratify contract extension

Unit 18 members have voted to ratify the university's proposal to defer bargaining and to extend the entire contract for one year, until July 31, 2011. At the UC-AFT Council meeting on January 23, 2010, this proposal was presented to the assembled members, and the council voted to recommend acceptance of the one-year extension of the existing contract.

This extension means that the existing contract will remain wholly in effect and the union will engage in bargaining for a successor agreement in one year's time. For the 2010-11 academic year, non-Senate faculty will receive a general range adjustment if Senate faculty receive one, and will be eligible for merit increases.

The UC-AFT council believes that the proposed extension of the existing contract represents the best interests of our members. As you will recall, we renegotiated our salary article before the budget crisis hit, and the university has abided by those terms. Non-Senate faculty salaries have increased anywhere from 9% to 30% (when merits and equity adjustments are included) over the last three years. These raises include the 3% range adjustment received in October 2009, when even Senate faculty saw no cost-of-living increase.

### Protecting what we have until the budget improves

In sum, our salaries are still not where they should be, but lecturers have not been furloughed, have not faced salary cuts (though there have been significant numbers of layoffs and non-reappointments), and have continued to get range adjustments.

Under these circumstances, we believe that it is extremely unlikely that there will be money for pay increases for non-Senate faculty in the coming year that improve on those already secured by the existing contract. Moreover, since we did not take furloughs (unlike the Senate faculty), we do not want to have to bargain over this issue. We also might face significant attempts to erode our past gains in non-economic areas.

In sum, opening our contract at this point in time could well have resulted in a series of negotiations that were more about takeaways and givebacks than any positive change for members. Therefore, we think it makes sense to postpone our return to the table and accept the university's offer of a one-year extension. – *On behalf of the Unit 18 Negotiating Team, Alan Karras (VP for Grievances), <alk616@gmail.com> and Karen Sawislak (Executive Director), <ksawislak@ucaft.org>.*

of the Unit 17 UC-AFT Negotiating Team, the larger Bargaining Committee which has set our bargaining parameters, and all of the librarians -- who have begun to dramatically increase their involvement in the bargaining process and the organizing efforts on the campus that are so essential to success at the bargaining table -- for all of their wonderful work during this process. We remain quite a distance from our initially modest goal of achieving parity

with CSU professional librarians, but we are so much better prepared for the future.

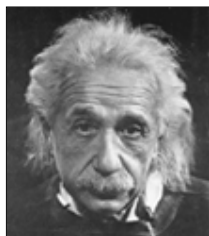
When the economic climate improves, as it most certainly will, we will be in a much better position than we were a few years ago to effectively fight for the kinds of compensation and working conditions that UC librarians deserve.

*UCI colleagues rally on March 4 (l to r): teaching associate Laura Sextro; lecturer Brook Haley; librarian Mitchell Brown, and lecturer Andrew Tonkovich, who is also the local's president.*



Mary Coomes, photo





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

**“I consider it  
important, in-  
deed, 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.”**

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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. In either case, dues are capped at \$65.00 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.



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PAYROLL DEDUCTION AUTHORIZATION**  
UPAY 669 (10/80)

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| DEPARTMENT EMPLOYED AT U.C.   | DUES               | ✓      |                   |      |
| TITLE AT U.C.   | INITIATION FEES    |        |                   |      |
| ORGANIZATIONAL NAME (INCLUDE LOCAL NAME AND NUMBER)                 | GENERAL ASSESSMENT |        |                   |      |
| AFT LOCAL   |                    |        |                   |      |
|   |                    |        | TOTAL             |      |

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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

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

## Union confronts UCLA's contract violations

by Bob Samuels

Last summer, UCLA sent one-year layoff notices to 67 continuing appointment lecturers, including the entire writing program. This mass layoff was in clear violation of the Unit 18 contract, which does not allow for the arbitrary and capricious use of the layoff process. Moreover, the campus failed to consider alternatives to layoffs, and it did not even generate the required seniority list. UC-AFT filed several grievances on this situation, and we will have an arbitration hearing this summer to settle the matter.

Not only did UCLA lay off all of the lecturers in the writing program, but the administration also increased the class sizes by 25% without any extra compensation or course load reductions. During our initial grievance meeting on this infraction concerning our workload article, the administration told us that the faculty who teach writing should simply lower the quality of their classes by reading fewer papers, making fewer com-

ments, answering fewer emails, meeting less often with students, and reducing the amount of revised work. The union rejected this downsizing of educational quality, and we will be having another arbitration on the question of workload this summer.

The attack on the UCLA writing program continued after the administration decided that its new plan was to replace continuing appointment lecturers with graduate students from outside disciplines. Once again, this move is in violation of our contract, and we filed a grievance.

The final insult was that after much activism and resistance by students, lecturers, and unionists, UCLA decided to rescind almost all of the layoff notices. But they have reconfirmed the layoff of yours truly, the systemwide president of UC-AFT. After we discovered that the campus did not follow its own layoff order, we filed an additional grievance for union retaliation.

Maria Tillmanns, photo



*A student protests a series of racist incidents on the UCSD campus this spring.*

UC-AFT has taken a strong stand to protect undergraduate education and the people who teach the majority of the undergraduate courses. We also have fought back efforts to increase class size and eliminate class offerings; however, this effort appears to be the start of a long battle.

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UC-AFT PERSPECTIVE  
VOL 22, NO. 2 • SPRING 2010

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