



OFFICE OF THE VICE PRESIDENT  
HUMAN RESOURCES

OFFICE OF THE PRESIDENT  
300 Lakeside Drive, 12<sup>th</sup> Floor  
Oakland, CA 94612-3550

October 21, 2009

**VIA ELECTRONIC MAIL**

## **CHIEF HUMAN RESOURCE OFFICERS**

Re: Furlough/Salary Reduction Program and Unit 18 Lecturers

The Office of Labor Relations has been informed by the AFT that at certain campuses, Unit 18 lecturers have been informed that the AFT is to blame for their layoffs by failing to agree to the furlough/salary reduction program. The purpose of this letter is to provide some background as to what transpired between the University and the AFT in order to eliminate the confusion that may have led to comments that the AFT's refusal to agree to the furlough program necessitated lecturer layoffs.

First and foremost, the reason for any of the cost-cutting measures that have been implemented is a funding shortfall driven primarily by the State's failure to deliver on its budgetary commitments to UC. Everyone at UC is impacted by this difficult financial circumstance and the potential solutions require maintaining open minds and a willingness to cooperate. Exclusively assigning blame to the AFT is not accurate and will do nothing to solve the ongoing financial problems.

Over the past several months following the roll out of the furlough program, the University and the AFT have discussed the possible applicability of the program to Unit 18 lecturers. In the course of these discussions, the University and the AFT expressed a shared concern about the how the program could be applied to lecturers whose primary duties are instructional such that it 1) provided lecturers with genuine time off in exchange for a salary cut and 2) did not harm the University's teaching mission. An additional concern was whether the University would be able to distinguish between layoffs that were necessary to address the temporary budget shortfall (and would be limited by lecturer participation in the furlough program) and layoffs that were a result of permanent programmatic changes.

As a result of these discussions and the very practical problems involved in tailoring the program to the lecturer's unit, a formal proposal was never generated. The University never formally proposed the furlough/salary reduction program to the AFT for the lecturer unit. The AFT could not reject what it had not been offered.

When we return to the bargaining table with Unit 18 (lecturers), we will encourage and invite them to participate in additional discussions with the University regarding some form of cost-cutting measure that will 1) address UC's need to save funds and 2) address the universal concern in mitigating instructional head count reduction that could harm the University's instructional mission.

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I would very much appreciate your sharing this letter with your campus constituents in order to clear up the current confusion on this issue.

Sincerely,

A handwritten signature in black ink, reading "S. Nielsen". The signature is written in a cursive, flowing style.

Shelley L. Nielsen  
Director - Labor Relations

cc: Vice President Duckett  
Interim Executive Director Price  
Senior University Negotiator Chester  
Labor Relations Managers  
Academic Personnel Directors  
Executive Director Karen Sawislak, UC-AFT