



University Council-American Federation of Teachers
Representing Lecturers and Librarians of the University of California

Resolution Opposing Substitution of Range Adjustments for Merit Based Increases

Whereas, the University Council of the American Federation of Teachers (UC-AFT) is a union representing lecturers and librarians at the University of California and including members of the Academic Senate and other academics at UC; and

Whereas, historically, UC has provided periodic across-the-board range adjustments to most employees - either through the collective bargaining process or at UC's discretion for non-represented employees; and

Whereas, recently the UC Administration decided to provide merit-based pay increases in lieu of the traditional range adjustments - in some cases as a result of bargaining with represented employees and in others at UC's discretion with respect to tenure-track employees and other non-represented employees; and

Whereas, the substitution of merit-based pay increases for the traditional range adjustments may disadvantage certain employees who are performing necessary and valuable teaching and other services to UC, its students, other employees, and the general public, despite their not having recently received merit reviews or increases; and

Whereas, this policy and practice may well be the opening move in a long-term strategy to replace a long-time UC policy (even if not always practiced) of compensating all faculty and other academics in response to their contributions to the system with a system in which a few "super stars" are well compensated and the vast majority of academic employees are treated as expendable and compensated only as well as either their political strength or governmentally established minimum wages requires; and

Whereas, this new policy and practice creates the impression, if not the reality, that UC is hoping to have additional ways to manipulate or control employees, and, beyond this, to have a mechanism for rewarding selected employees and not others, while all employees in good standing need and deserve periodic pay increases to offset inflation and to reward them for their continued contributions to the UC community and the wider public that it serves:

Therefore, be it resolved, that the Statewide Council of the UC-AFT opposes the policy substituting merit-based increases for the traditional range adjustments periodically provided by the UC Administration.

Be it further resolved, that the Executive Director of the UC-AFT and the Officers of the UC-AFT will forward this resolution to the President of the University of California, various other UC officials, and to our sister unions at UC.

October 31, 2011

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