

Recent UC-AFT Accomplishments for Non-Senate Faculty

While our most significant gains in job security, compensation and workload have been achieved through contract negotiations. UC-AFT members often experience the full value of the union through enforcement of the existing contract. We must continuously struggle to improve our contract and defend our hard won rights. Below are a few of UC-AFT's recent accomplishments in contract negotiations and enforcement:

- 2000-2014-** Negotiated increases in minimum pay from \$28,968 in 2000 to \$47,584 in 2014. This is an average annual increase of 4.5% in the minimum pay for pre-sixth year lecturers
- 2013-** Negotiated increased access to third-party arbitration (rather than UC officials) to enforce contracts
- 2013-** Negotiated 3.5% cola, protections for retiree health care coverage, and 3% cola for 2014
- 2012-** Reduced the number of reasons for which Continuing Lecturers could be laid off
- 2011-** Negotiated a 3% cost of living increase
- 2008-** Negotiated a new minimum pay for lecturers
- 2007-** Negotiated the right to a review prior to a reappointment decision for pre-sixth year Lecturers
- 2007-** Negotiated benefit coverage for significant number of additional part-time and intermittent lecturers
- 2007-** Negotiated major pay increases for long-time Lecturers, and substantial increases for all members of the unit, including UC's first ever guaranteed cost of living increases for '07, '08, and '09
- 2007-** Negotiated reductions in workload for writing and language Lecturers on most campuses
- 2007-** Negotiated new provisions which allow unit members to challenge the workload value assigned to their courses, and created an enforceable mechanism to get compensation for all work expected of Lecturers by the University
- 2005-** Won a statewide settlement including back pay for Lecturers who had been overcharged for insurance benefits after a unilateral change in benefits by the University
- 2005-** After a three year legal fight, we won reinstatement, including back pay and benefits for four UC Davis Lecturers who had been wrongfully denied a Continuing Appointment
- 2003-** Negotiated the Continuing Appointment for Lecturers who pass an excellence review after six years of teaching in the same department
- 2003-** Negotiated prohibition of churning pre-six year lecturers for the purpose of saving money or avoiding granting a Continuing Appointment
- 2003-** Negotiated right to a safe office space and instructional support equal to Senate members, including TAs, Xerox access, etc.
- 2003-** Negotiated agreement that reviews can only be based on material that is in the academic review file, and the right of lecturers to challenge misinformation in their files.
- 2003 and 2007-** Bargained some limits on ability to replace Continuing Lecturers or Lecturers under review for a Continuing Appointment with visiting professors, adjuncts, new lecturers, or graduate student instructors.
- 2003-** Negotiated the establishment of a professional development fund solely for lecturers to be used for research, conferences, etc