

Dear UC Berkeley Language Lecturers,

The University has asked the language lecturers to delay the implementation of the revised course load for one year [full time = 5 courses per year; each language course = 20%]. The Union has suggested that the impacted language lecturers vote on whether to implement or delay this part of the contract. We are asking the lecturers to vote **FOR IMMEDIATE IMPLEMENTATION** and **AGAINST DELAY** for the following reasons:

1. **This is not a “delay.” This is a CUT in pay.** We have a contract that is now effective: it has been signed and voted on. We are the only language lecturers in the UC system who DO NOT have a five-course load [or equivalent]. As a result we are being paid LESS than other language lecturers in the UC system and this is unfair. The new workload is not a pay increase, but a correction of a long standing wrong.
2. **This is a reopening of negotiations.** The University was fully aware of what it was signing and the fiscal impact of its contract. It now claims that there is not enough money and this will result in job layoffs. **This is bad faith bargaining.** There is enough money: we know this because the University has no difficulty finding the money to hire new administrators or put senior faculty on paid leave for misbehaving. We are the only faculty at Berkeley to be asked, in effect, to take a reduction in pay as of July 1. Why should the language lecturers—the poorest paid academics on campus and overwhelmingly women and / or minorities—bear a disproportionate burden of Cal’s financial problems?
3. **The only “compensation” University has offered is laughable.** In return for giving up our rightful working conditions, it has offered us a place on Departmental committees to work out implementation. Some lecturers already have this; others do not. The contract / side letter will not change that. Department cultures differ—some good, some bad—and such decisions are academic. The Union will have a virtually impossible time enforcing this.
4. **The University is trying to scare the language lecturers and the Union with the threat of lost jobs.** The University has negotiated and agreed to a new contract with salary raises and a fair and equitable workload policy for language lecturers. Now it is not willing to pay for implementation and threaten layoffs. **This is unethical and deceptive bargaining and a result of the financial mismanagement of the UC Berkeley administration.** Lost jobs or decreases in number of courses assigned are already taking place and are **not** a result of the implementation of the workload. These have occurred because of 1) the massive cuts that all our departments have already suffered, 2) the cost of living increases that all lecturers will receive, and 3) the gross fiscal mismanagement here at Cal. The University is unwilling or unable to tell us how many jobs will be lost or even how much implementation will cost.
5. **This sets a very bad precedent for future contracts.** It allows the University to renege on a contract, which is bargaining in bad faith. If the University can change one part of a contract at will, what is to prevent them from doing so again in the future?

JUST SAY NO!

WE WANT FULL IMPLEMENTATION NOW!

WE WANT AN IMMEDIATE INCREASE OF THE BUDGET FOR THE LANGUAGE DEPARTMENTS TO COVER FOR THE NEW CONTRACT GAINS!