



University Council-American Federation of Teachers

Representing Faculty, Librarians & Academic Researchers of the University of California

Berkeley/San Francisco Davis Irvine Los Angeles Merced Riverside San Diego Santa Barbara Santa Cruz

May 2, 2011

Peter Chester, Chief Negotiator
Labor Relations
Office of the Vice President for Human Resources
Office of the President
300 Lakeside Drive, 12th Floor
Oakland, CA 94612-3550

Dear Peter,

This letter, transmitted as per our agreement by email, constitutes the opening proposal from the University Council of the American Federation of Teachers (UC-AFT) with respect to the commencement of bargaining the Salary Article (Article 14) in the Unit 17 Memorandum of Understanding between the University Administration and the the UC-AFT representing the Unit 17 Professional Librarians for 2011.

As we had agreed, our proposal follows the format of the bargaining currently being conducted between your office and the Unit 18 Lecturers, also represented by the UC-AFT, in that both parties will be opening with concepts rather than proposed actual contract language to begin the discussion. We share your belief that this may allow the two parties to avoid reifying their positions in unproductive ways. It is, of course, the case that since our bargaining focus will be on salaries, our proposal will include some quantitative information so you and your bargaining team can begin to get some perspective on my members' expectations with respect to the work of our two teams in bargaining. But I assure you that we are not absolutely wedded to any detail in this proposal and quite prepared to think creatively about ways to achieve an outcome that will meet the needs both of the University of California and its libraries as an institution as well as those of my members.

Our initial proposal includes five parts, not necessarily listed in the order of their importance to the UC-AFT and the Librarians it represents:

- 1) When we concluded our last bargaining sessions in 2009, the settlement included a side letter in which the two parties agreed that we had made some progress in establishing a salary scale in which the relationship among the steps made institutional sense with respect to compaction and other related issues. In general, and with some adjustments to insure that no member of Unit 17 would receive less money than currently, we agreed on a scale with 5% between steps for those with a two-year review cycle and 7.5% between steps for those with a three-year review cycle. (See the attached proposed salary table for how this works out in detail.) There was, unfortunately no agreement between the parties on the initial salary for a Step I, Assistant Librarian. However, once agreement on this lowest regular salary in the unit can be achieved, it will not be a difficult task to calculate the remainder of the salaries for Unit 17. We have maintained the existing overlap of Assistant Step III with Step I in the Associate

Mike Rotkin, Ph.D., President, Local 2199 at UCSC & Statewide Vice President for Organizing
(831) 423-4209 • openup@ucsc.edu
123 Liberty Street, Santa Cruz, CA 95060

rank and similarly, with the highest step in the Associate rank with the lowest step in the Librarian rank.

- 2) Our initial proposal is the following scale, which is based primarily on Librarian pay at the California State Universities on July 1, 2007. This will allow the University Team to cost out our proposal. During bargaining this reopener, we intend to present the University with information with respect to how this salary scale compares with community college librarian pay, public librarian pay, and other appropriate groups of professional librarians.

Please see the attached, *salarytableMay2initialproposal*, for the UC-AFT proposed Salary Scale.

- 3) In addition, the UC-AFT is asking for an additional \$50 per month for each member of the unit to help offset increased health and retirement costs now being born by most of the members in the unit in the form of reduced take-home pay.
- 4) UC-AFT Proposes to strike the language that currently allows the UC Administration to withhold the payment of regular merit increases while reopeners on the Salary Article are being bargained. We propose no change to the current language that allows the Administration to withhold range adjustments during Salary reopeners.
- 5) The UC-AFT seeks language that would clarify the relationship of the award of Distinguished Librarian Status and the advancement from Librarian Step V to Librarian Step VI. We propose that the nexus between step advancement and Distinguished Librarian Status be severed and that they be treated as separate processes.

We look forward to receiving your initial proposals on or before May 2 and the subsequent bargaining sessions, which we are certain will continue to be as cordial as in recent years, despite the very real differences that may exist between the two parties. We do intend to present a spirited and compelling case on behalf of our members and the proposals that we are forwarding on their behalf.

Thank you for your attention to these matters, and I look forward to our first bargaining session, which, in response to your busy schedule in May, we propose occur in late May or very early June. Because we are starting relatively late, we are hoping to be able to arrange several bargaining sessions in June when you will be more available. We will be in contact about the arrangements in the near future.



Mike Rotkin
Chief Negotiator Unit 17
UC-AFT

