



For 22 months, UC-AFT has been fighting for a fair contract for the 6,500 lecturers at UC. Your UC-AFT table team has made significant progress, securing 17 tentative agreements on individual contract articles. We also anticipate winning service credit toward continuing appointments for some summer session classes, new paid leaves for family care and bonding, expanded eligibility for paid medical leave, and new health and safety protections. These are the **3 key areas** where there is still work to be done to achieve our goals.

3 Keys to the Contract Campaign

	What Lecturers Are Fighting For	What Our Union Has Proposed	What UCOP Has Proposed	Where UCOP's Proposal Falls Short	What's At Stake
Job Stability	Rehiring Preferences Teaching faculty who are doing their jobs effectively should be offered available classes they're qualified to teach before new faculty are hired.	A system modeled on that in practice at community colleges and CSU campuses, which establishes a fair and reliable process for offering available work to qualified and competent lecturers.	Nothing. Not a single proposal in the last 22 months.	Without rehiring protections, non-tenured faculty suffer from chronic instability, which in turn harms student success.	Rehiring preferences are crucial to establishing job stability for all teaching faculty, a necessary precondition for building our union power that we need to make other gains in compensation, workload, etc.
	Fair, Transparent, and Consistent Reviews Ensure teaching excellence is recognized and rewarded	Bi-annual evaluations to assess competence including peer observations and excluding quantitative student evaluations.	Proposals both for a review during the 9th quarter/6th semester and for an "opportunity list" pilot program, have both been retracted. They currently have nothing on the table for evaluations.	No proposal currently on the table.	Without a clear and consistent evaluation process, rehiring decisions can be arbitrary and biased. Lecturers struggle with feelings of inadequacy and uncertainty and miss crucial opportunities for professional development.
	Multi-year contracts for early career lecturers Establish career pathways and invest in lecturers who are investing their careers in the UC	A 1-2-3 year appointment structure and a 2-2-2 year appointment structure for pre-continuing lecturers.	A 1-1-2-2 year appointment structure for pre-continuing lecturers.	Most lecturers teach for a year or less, meaning most are churned out before they would be eligible for a multi-year appointment.	With turnover rates as high as 45% at the UC, our students are denied the instructional continuity they deserve, and lecturers can't plan our lives and support our families.
	Pathway to Senior Lecturer Provide widely accessible opportunities for professional advancement to continuing lecturers	Either long-term sustained excellent performance as criterion for promotion with no additional raise, or exceptional performance as criterion for promotion with additional raise.	Exceptional performance as criterion for promotion without any additional raise.	Lacks clear criteria for "exceptional" performance and, for those who achieve it, offers an empty title with no raise or additional benefits.	UC's most experienced teaching faculty are not sufficiently recognized and rewarded for their contributions.
Compensation	Improve Salaries for All Compensation that aligns with our training, experience, and contributions to the university.	Transition to a salary scale 60 days from contract ratification with variable raises (from .5% to 3%, averaging 1.2%), 3% raise July 1, 2021, and July 1, 2022, and 5% raise July 1, 2023.	No raises for first year. Transition to a salary scale on July 1, 2022 with variable raises (from 0.5% to 3%, avg. of 1.2%) and 2% raises for 2023, 2024, and 2025.	2% will not keep up with inflation and will lock us into pay scales lower than those negotiated with other campus unions, including UC-AFT Librarians (3% to 3.5%), as the economy rebounds.	A long-term contract must raise the salary floor and include cost of living increases that keep up with inflation and measures to increase the median annual salary within our bargaining unit, currently \$19,067.
Workload	No More Unpaid Work Treat teaching faculty as equally valuable members of the campus community.	Consistent and transparent workload standards that give appropriate weight to the work actually required to teach a class well. Compensation for service and professional development work.	Current contract language, plus agreement to post department workload policies publicly. UCOP refuses to acknowledge the work we do outside of the classroom, their lead negotiator even saying: "We don't hire you to write letters of recommendation"	Workload is narrowly and inconsistently defined in appointment letters in ways that don't reflect the scope of lecturers' contributions.	Our ability to fully participate in our profession. We're typically either prohibited from doing service and professional development work or asked to do it voluntarily without pay. Service and professional development work must be both authorized and compensated.

Additional Areas

Online Instruction	High Quality Teaching and Learning Stop a return to the failed experiments with Massive Online Open Classes (MOOCs), which don't provide high quality education.	Appropriate class sizes, fair workload credit, adequate training and support, a voice at the table when there are proposals to convert classes online or create new online classes.	Current contract language, which has no guidelines or standards.	Does nothing to ensure that in-person instruction will be the norm, and nothing to ensure that online teaching and learning will be conducted within reasonable parameters.	Quality instruction for students that includes face-to-face contact (when it is safe to do so) and enables faculty to build relationships with students and respond to their needs.
Duration	A contract length that brings security to our members without sacrificing our collective bargaining rights.	A 3-year agreement.	A 5.5-year agreement.	A 5-year agreement would need to reflect exceptional gains in job stability, compensation, and equity for lecturers. UCOP's proposals do not yet merit a 5-year agreement.	Collective bargaining is how we improve teaching and learning at the UC. Longer contracts means we waive our right to improve our working conditions and our students' learning conditions.