

Recent UC-AFT Accomplishments

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

- 2003- Negotiated the Continuing Appointment for Lecturers who pass an excellence review after six years of teaching in the same department
- 2003- Negotiated a professional development fund solely for lecturers for research, conferences, etc
- 2005- Won a system wide 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
- 2007- Negotiated the right to a review prior to a reappointment decision for pre-sixth year 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 we created an enforceable mechanism to get compensation for all work expected of Lecturers by the University
- 2008- Negotiated a new minimum pay for librarians entering the profession at UC

What You Can Do For UC-AFT

We encourage every Lecturer to be an active union member. Most fundamentally, the Union *is* our members, especially our **active members** and the leaders elected from among them. Union member activism is the key to our individual and collective power as educators and professionals. Please consider contributing to our union's efforts in some of the following ways:

- Make sure you have a copy of the contract, and know your rights
- Read our e-mails, newsletters, and other communications, we only send pertinent information
- Get to know your Local's executive board members, grievance steward and field representative
- Attend UC-AFT functions, including e-board and general membership meetings, and social events
- Give new Lecturers in your department information about UC-AFT, and ask them to join the union
- Alert the union when you have concerns
- Share your ideas and suggestions about UC-AFT's direction and strategies
- Run for a seat on your Local's executive board
- Attend one of our quarterly state wide Council meetings