



University Council-American Federation of Teachers
Representing Lecturers and Librarians of the University of California

12 April 2012

Peter Chester
Director
University of California
Office of Labor Relations

2012 UC-AFT Reopener—Non-Senate Faculty

Dear Peter:

In addition to Salary, the Union is opening the Layoff and Merit Review articles. The Union offers the following general proposals for reopener bargaining:

- 1) 2012-13 salary increases must significantly outstrip increased retirement contributions and the rising cost of living;
- 2) The minimum salary should significantly increase, additional steps must be added to the top of the scale (so that those very few individuals who are there may continue to earn merits), and salary compression needs to be avoided by advancing those already on the scale;
- 3) Merit increases for continuing lecturers should be worth more than the current 5% every three years; UC-AFT therefore opens the merit article to make changes both to the size between steps and the frequency of merit reviews;
- 4) The University must provide increased layoff notice for those whose reductions in time are more than one course but less than a total layoff. In addition, the Union is interested in restoring (and then expanding) the period of recall after layoff and reduction in time from two to four years.

Please do not hesitate to contact me with any questions.

Yours sincerely,

Alan Karras
Chief Negotiator

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