

# UNIVERSITY OF CALIFORNIA

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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE VICE PRESIDENT  
HUMAN RESOURCES

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February 21, 2013

Via E-mail and U.S. Mail

Alan Karras  
Chief Negotiator / UC-AFT  
c/o International and Area Studies  
101 Stephens Hall  
Berkeley, CA 94720

Maria Elena Cortez  
UC-AFT Executive Director  
6043 W 76<sup>th</sup> Street  
Los Angeles, CA 90045

Re: UC/IX Reopener Bargaining 2013-14

Dear Maria Elena and Alan:

I am pleased to provide you with the University's 2013-14 initial Reopener Proposals. Article 40, Section B1 of the Agreement sets forth that the Salary Article shall reopen along with two other articles to be selected by each party. Outside of the Salary Article, the University is hereby waiving its right to reopen on two additional articles.

Also, as part of the 2013-14 Reopener, Article 40, Section B3 sets forth that Article 11 (Benefits) shall reopen for the limited purpose of negotiating structural changes sought by the University to UCRP. We would title this subject matter *Post Employment Benefits Bargaining* since it also encompasses the issue of retiree health, which the University is seeking to implement changes on.

Accordingly, the University is re-opening on the articles enumerated below. These articles are presented in a conceptual format rather than with express contract language, which is consistent with the past practice between the parties for exchanging initial proposals.

1. **Article 21: Salary**

Propose terms of a compensation program that reflect the (1) University's budgetary circumstances; (2) how bargaining unit salaries compare to market; and (3) the anticipated State General Fund Allocation for fiscal year 2013-14.

2. **Article 11: Benefits**

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Propose changes to post-employment benefits, including implementation of the 2013 Tier in UCRP and changes to the retiree health benefit program, as adopted by the Regents in December 2010 and clarified in May 2012.

Additionally, pursuant to Article 42: On-Line Instruction, the parties exchanged initial proposals pertaining to online instruction on January 10, 2013. We propose merging the negotiations associated with this re-opener with the instant 2013-14 Re-opener. Pending your agreement, the third subject for the above-captioned re-opener negotiation is:

3. **Article 32: On-Line Instruction**

Within the universe of teaching, there are many variations and styles to the methods and means of instruction. The University views online instruction as an additional variation to teaching methods at the University of California. Just as with traditional styles of lecture, online educational courses have much variability in development, scheduling, preparation, office hours, and/or grading by the instructor, in addition to other factors as outlined in Article 24: *Instructional Workload*. All other terms and conditions of employment, as set forth in the Agreement, should also apply to lecturers involved in online instruction.

In anticipation of a collaborative and productive series of negotiations, I would like to propose the following bargaining dates:

- March 12 or 13;
- April 15 or 16; and
- April 22, 23, or 24

If these dates do not work for you and your committee, we are open to alternative suggestions.

Sincerely,



Athena Buenconsejo  
Associate Director – Labor Relations

Cc: Director Chester  
Executive Director Tanaka  
Manager Donnelly  
Labor Relations Managers  
File