



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

10 January 2013

Athena Buenconsejo  
UCOP

Dear Athena:

Per our discussion, UC-AFT is opening Article 42, as part of the 2013-2014 reopener. Please be advised, however, that we are unable to begin reopener bargaining for 2013-14 unless, and until, the 2012-13 reopener bargaining has been resolved. We look forward to wrapping up those negotiations, which have been ongoing since March 2012, as quickly as possible.

When we do reopen Article 42, we expect that the article will address the following issues:

- 1) Ensure that workload is adequately compensated, including, but not limited to: (a) initial course preparation; (b) time during course; (c) course revision; (d) supervision of assistants; (e) professional development preparing to develop online courses; (f) enrollment
- 2) Performance evaluation criteria for those who teach on-line courses, including, but not limited to, any incentives offered to students to complete course evaluations as well as a procedure for changing evaluation criteria
- 3) Intellectual Property/Copyright, as well as royalties for each iteration of the course
- 4) The relationship between on-line courses and summer session/extension courses as well as the relationship between courses in the UCOP programs and those on specific campuses (including, but not limited to, those that lead to degrees)
- 5) Layoff and reduction in time, especially across the system as courses may no longer be offered by departments but may move to online only versions

Best wishes,

Alan L. Karras  
Chief Negotiator

Alan Karras, Vice President, Grievances • (510) 257-4396 • [akarras@ucaft.org](mailto:akarras@ucaft.org)