



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

28 February 2013

Athena Buenconsejo
UCOP
300 Lakeside Drive
Oakland, CA 94612

Dear Athena:

Per our discussions last week, please find attached UC-AFT's initial bargaining proposals for the salary and benefits articles. Though the University has waived its right to open additional articles in this 2013 reopener, UC-AFT cannot do the same. Therefore, please find our initial proposals for Article 1, Recognition, and Article 9, Professional Concerns. In addition, the University has requested to consolidate negotiations over Article 42 into the 2013-14 reopener. UC-AFT declines to do so. There will be, therefore, three separate reopeners, each of which will need to be kept distinct, unless subsequent agreements to consolidate can be made.

Article 21--Salary

UC-AFT proposes general range adjustments to the salary scale of 6% for 2013 and an additional 4.5% in each year, 2014 and 2015.

Article 11--Benefits

UC-AFT proposes that **all** NSF, now and in subsequent years, remain in the current UCRP and retiree health plans, regardless of their hire date. In addition, UC-AFT proposes that all those NSF who are not now covered by social security, but who contribute to safe harbor, be included in Social Security, with the University paying the employer's share. As you are new to this bargaining unit, you might not know that this proposal was studied and brought to UCRS several years ago, with a recommendation that these changes be implemented. Despite this clear recommendation, the University has declined to do so, which has ongoing and significant negative impact for our members. UC-AFT believes that this is an appropriate moment to implement already recommended policy changes.

Article 1--Recognition

There have been significant problems with the recognition article, especially at some campuses. As a result, UC-AFT seeks to resolve, fully and finally, all pending disputes, including all ULPs and grievances, while reinforcing existing contract language to prevent such disputes from arising in the future.

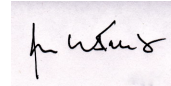
Alan Karras, Vice President, Grievances • (415) 867-0145 • akarras@ucaft.org

Article 9—Professional Concerns

UC-AFT proposes that the University provide each NSF who has taught at the University for seven years or more, one semester/quarter of paid professional development leave, for each seven-year period of employment. In addition, UC-AFT proposes a significant increase to the Professional Development Funds on each campus.

As I previously indicated, UC-AFT is prepared to meet on the 15th and 22nd April. Please apprise us of the location.

Best wishes,

A handwritten signature in black ink, appearing to read "Alan L. Karras", is centered on a light-colored rectangular background.

Alan L. Karras
Chief Negotiator