

December 7, 2021

To: Non-Senate Faculty (via SBNSF-L)

From: June Betancourt, Director Academic Personnel

Re: Ratification of Lecturers Unit (IX) Agreement

Please see the attached memo regarding ratification of a new five-year contract for Unit 18 lecturers.

UNIVERSITY
OF
CALIFORNIA

December 7, 2021

Dear colleague:

I am pleased to report that the UC-AFT has informed us that bargaining unit members have ratified the [November 17 tentative agreement](#). Throughout negotiations, we listened carefully to the union's and lecturers' concerns. We believe this new contract addresses the priority issues of compensation, job stability and workload, and honors the essential role you play in educating our students.

Here are highlights of the agreement:

- **Compensation:** UC has a track record of compensating our lecturers better than most other U.S. universities, and the new contract continues this tradition by providing all bargaining unit members with guaranteed yearly salary increases and a new salary scale. In addition, all eligible bargaining unit members will receive a one-time \$1,500 ratification payment.
- **Employment Stability:** We know that job stability is a significant concern for lecturers, especially Pre-Six Lecturers. The new contract significantly enhances job stability for Pre-Six Lecturers with multi-year appointments and guaranteed appointment percentages after the initial year, and pre-six lecturers will be reviewed at the end of each multi-year appointment. In addition, the new contract encourages department chairs to consider part-time lecturers for additional assignments before recruiting external candidates, and also ensures that higher-paid lecturers are not replaced with lower-paid lecturers.
- **Workload:** We took to heart lecturers' concerns about workload. The new contract adds improved transparency, appropriate attribution of workloads, the establishment of a labor-management committee to address workload issues, and clarity on how Instructional Workload Credits (IWCs) are calculated, with an academic review panel for disputes.
- **Multi-year Contract:** The five-year contract, which expires on June 30, 2026, provides stability and predictability for bargaining unit members and the university. More information about the contract may be obtained from the union.

I want to again thank you for your commitment and contributions to the University and the students we serve, especially during the many challenges of these past two years. If you have any questions about the agreement, please contact your local Labor Relations Office.

Kind Regards,

Letitia Silas
Executive Director
Systemwide Labor Relations