



California Federation of Teachers
American Federation of Teachers, AFL-CIO

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UC Lecturers Reject Administration's 'Take-it-or-Leave-it' Stance Offer to Meet Again; Plan to File Bad Faith Bargaining Charges

OAKLAND, CA - Lecturers at the University of California (UC) today responded to last week's sudden "take it or leave it" contract renewal offer from the UC administration. The educators reaffirmed their commitment to winning a contract that reflects the contributions of lecturers to the University of California. "The UC administration wants to perpetuate the myth that lecturers are 'temporary' employees. The latest offer does not address the total absence of job security for lecturers," said UC Davis Lecturer Kevin Roddy, President of the University Council of the American Federation of Teachers (UC-AFT). "We cannot accept the Administration's latest offer. Some semblance of a steady job is a bottom line for lecturers, some of whom have been teaching for twenty years on a 'temporary' basis." The educators offered to continue bargaining and present detailed counteroffers on several pending bargaining issues.

The educators also announced they would file new bad faith bargaining charges against the UC Administration. "The Administration's conduct is both counterproductive and a violation of the law," said Rebecca Rhine, Chief Negotiator for the University Council-AFT, the union for lecturers and other non-senate faculty. "We will file an Unfair Labor Practice (ULP) charge against the Administration for bad faith bargaining. The Administration came to Sacramento with one agenda - to force their will upon the union. The Administration also presented a take-it-or-leave-it offer while we were still working with an independent arbitrator. We thought we were making progress on important issues, but the Administration had no intention of reaching an agreement. UC-AFT remains ready and willing to meet and bargain over critical areas of concern, and we have notified the Administration of that."

"There is a long-term need for teaching faculty. Lecturers deserve protection from arbitrary and capricious administration decisions. Lecturers aren't seeking tenure, far from it," said Roddy. "Lecturers only seek the same job security that other similarly-situated UC employees enjoy. Lecturers should not be fired without cause, and seniority must be a consideration in the imposition of layoffs."

"Even if we were to get the best contract language in the world on job security, without a fair dispute resolution mechanism, without contract enforceability, that language would be meaningless," said Rhine.

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“Compensation for lecturers should reflect their education and experience. There should be parity with increases given to other faculty (same percentage increases each year), and a fair and regular year-round salary structure,” said Roddy. “The Administration’s latest offer delivers an increase in pay to less than one eighth of the lecturers’ unit.”

“There are many improvements we’ve proposed that don’t require more money,” said Michael Rotkin, a Santa Cruz lecturer and member of the bargaining team. “Yet these are precisely what they balked at, not financial issues, but items like job security and contract enforcement that mean more to us than money.”

The University Council-AFT represents 4,000 lecturers and non-senate faculty, as well as librarians, throughout the University of California system.

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