

# Union Voice

## UCSD Union of Professionals



*From Right to Left:*

**Fred Lonidier, President and Treasurer of our Union, degree: Master of Fine Arts (MFA) in Photography and Mixed Media at UCSD; has been a tenured faculty member in the Visual Arts Dept. for more than 20 years**

**Stephen Potts, Grievance Chair, degree: Ph.D. in English at Berkeley; Lecturer with Continuing Appointment in the Literature Dept. for more than 20 years**

**Maria daVenza Tillmanns, Field Representative, degree: Ph.D. in Philosophy (Educational Policy Studies) at the University of Illinois, Urbana-Champaign; was a Lecturer in the Teacher Education Program, Human Development Program and Communications Dept. and at UCSD-Extension for eight years, and now teaches philosophy courses exclusively for UCSD-Extension**

**Ryan Jordan, Vice-President, degree: Ph.D. in History at Princeton; Lecturer in the History Dept.**

**Kimloan Hill, Secretary, degree: Ph.D. in Southeast Asian History at the University of Oregon; Lecturer in the Linguistics Dept.**

**Victor Wen-Hua Chen, Student Aide, degree: B.A. in Media (Visual Arts) at UCSD; presently working for UCSD as Web producer**

### Professional Development Fund

**PROFESSIONAL DEVELOPMENT FUNDS SECURED IN THE MEMORANDUM OF UNDERSTANDING (MOU) FOR NON-SENATE FACULTY (UNIT 18) INSTRUCTION WILL BE AVAILABLE AGAIN THIS YEAR. WE ENCOURAGE YOU TO APPLY FOR FUNDS FOR RESEARCH, CURRICULUM DEVELOPMENT OR TRAVEL FOR ATTENDING CONFERENCES, ETC.**

**THE ONLY APPLICATION DEADLINE:**

**JANUARY 10, 2009.**

**THE GUIDELINES AND APPLICATION FORM CAN BE DOWNLOADED FROM OUR WEB SITE:**

**[performanceawd.com/local2034](http://performanceawd.com/local2034)**

***Welcome Meeting - Th, Nov. 13th from 12:00 - 1:30 in the Revelle College Room at the Price Center***

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**Library News - Dan Suchy and Alanna Moore are both on the UCSD Bargaining Committee****Short History of the UCSD Union:**

UC-AFT San Diego Local 2034 (our official name) was founded by Wayne Vernon in Physics in the late 1960s but became dormant until the mid 1970s when restarted by Bob Heifetz from Urban and Rural Studies. After becoming an Assistant Professor then, after two years as a half-time Lecturer, I met Bob and joined. At that time the UC/AFT was a Senate and Librarian union and we had a very active local for a number of years even though collective bargaining had not yet come to higher education in the state. Without a law and contracts, we were in an organizing mode with the other locals and more of a movement for peace, labor rights, etc. As a fairly young group, we were also a social presence including a lot of graduate students. There was support for Third College as the administration constantly moved to undercut its radical community emphasis. This led to some struggles around faculty appointments and tenure.

At the end of Jerry Brown's last term, he signed in to law the Higher Education Employees Relations Act, HEERA. The outcome of this was to mobilize UC/AFT into a Librarian and Non Senate Faculty union. Since librarians were already organized, the resources of the union went toward signing up NSF. At the same time NSF became very active on most of the campuses and in UC/AFT. Election victories for Librarians and then NSF eventually brought contracts (MOUs) to Units 17 and 18. However, a thin dues base made membership growth difficult for these "represented" units and there was no growth in Senate membership as the ability to win and collective bargaining election statewide with the latter was remote. After that initial success, UC/AFT began signing up authorization cards for a Research unit the other one of the four the Public Employees Relations Board had certified as an academic bargaining unit. These academics are largely postdocs working on research funds for our colleagues in the sciences. UC spent around a half million to hire union-busting lawyers to work out a campaign to scare "principle investigators" into scaring their postdocs. Even though we had great success reaching these workers, they did vote down recognition by the UC/AFT.

In the early 1990s, the state budget went down the tubes and there were major cuts in the U.C. budget. The Regents started a program, Very Early Retirement Plan, to encourage very senior (expensive) faculty to retire early. This could work because the retirement system was flush with funds. It did not work out that well system-wide but this Local took a hit with a number of Librarian members taking VERP. Already, Senate faculty had pulled back their union activism and I ended up pretty much running things alone. One bright spot was when the local was able to hire a former student to recruit members and that cut our losses a great deal. However, it was not part of the effort to get involvement out of the new members so 2034 had one activist/president. Much union time was concentrated on a lot of grievances for NSF. But the early MOU for Unit 18 was not very strong so that only occasionally were there victories.

At the end of Gray Davis' last term, he signed a "Fair Share" bill bringing Agency Fees into the coffers of all higher ed. unions. This was a ten-fold increase in income to UC/AFT and allowed for a major increase in local staffing. The the next few years. Local 2034, had full-time staff. Besides beginning to grow again, a few new NSF became officers and the Local became much more visible to members. When it came time for Unit 18 to bargain, there was a whole new level of UC/AFT activism which joined with several other U.C. unions to push for real gains. In fact, a number of unions worked three years without a contract while U.C. drug its heals in negotiations. To cut a long story quite short, the NSF were able to ratify an agreement with almost all of its demands met including the new category of Continuing Employee, a strengthened grievance procedure and binding arbitration for almost all articles of the contract.

Today 2034 has a full complement of officers, Maria daVenza Tillmanns as half-time Field Rep and Stephen Potts as Grievance Officer. We meet weekly to carry on local business and work out grievance strategies which are carried out by Maria and Steve. We work closely with the UC/AFT on grievances and other matters and have an excellent record in defending the rights of NSF at UCSD. Now, Librarians are back in bargaining and this round has activated Unit 17 around the state and in the Local.

Fred Lonidier, President UCSD Union  
MFA, UCSD 1972  
Visual Arts Department