

# Union Voice

## Lecturer Meeting: Report

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In late February of last quarter the UC-AFT lecturers' held a meeting that engaged the union for new organizing and concrete goals. UCSD Local 147's new leadership and representatives invited non-Senate faculty from the entire campus to revive and build a union that can create more change and empowerment. Lecturers from different departments, small and large, post-six-year and pre-six-year, were in attendance, allowing for future organizing within and outside departments. Lecturers expressed broad goals like numbers, solidarity, and union visibility, as well as more specific goals including holding regular departmental meetings and keeping a record of issues and lecturer work. An important issue that attendees raised was the notion of recognition and value among Senate faculty and UC administrators for their work. The non-Senate faculty discussed the work they do under contract and beyond; administrators undermine the extra responsibilities as "out of the goodness of your own heart." Without such acknowledgment, lecturers find themselves in competition with their peers or in a subordinate position, usually at the disposal of higher powers. Some lecturers felt strong grievance over the lack of enough employment, job security, benefits, and even sick leave. The meeting developed a good platform for non-Senate faculty to organize around significant issues and grievances for the positive outcomes and political clout.

Our new Grievance Chair is Stephen W. Potts, Ph.D.

### UPDATE LIBRARIANS:

[http://www.cft.org/councils/uc/unit17/bargaining\\_lib.html](http://www.cft.org/councils/uc/unit17/bargaining_lib.html)

### UNIT 17 RATIFICATION OF RE-OPENERS:

THE UC-AFT BARGAINING TEAM HAS COMPLETED NEGOTIATIONS CONCERNING REOPENED ARTICLES 12 (SALARY), 20 (VACATION AND HOLIDAY CLOSURES), AND 3 (PROFESSIONAL DEVELOPMENT AND P.I. STATUS), AS WELL AS OTHER ISSUES.

### Professional Development Fund

Professional development funds secured in the current Memorandum of Understanding for Non-senate instruction, unit 18, will be available again for the next term. We encourage you to apply for funds for research, curriculum development, and attending conferences.

The next application deadline will be in the Fall 2006. The guidelines for applying and the application can be downloaded from our

Local's website:

<http://www.cft.org/councils/uc/>

We are featuring different articles of the MOU to help familiarize you with the Lecturer contract. You can also access the MOU on line:

<http://www.cft.org/councils/uc/2003contract.html>

## ARTICLE 22

### MERIT REVIEW PROCESS

A. For those NSF who are eligible for merit increases, such increases are based on academic attainment, experience and performance, and are not automatic. NSF will be eligible for merit increases in accordance with this Article in those years when the University provides merit increases to non-represented academic employees.

B. Consistent with this MOU, decisions to grant or not grant a merit increase to individual NSF are at the sole discretion of the University.

C. NSF will be subject to merit reviews as follows:

1. Pre-Six year NSF merits - For pre-six year appointees, consideration for merit reviews, and decisions regarding the timing and amount of individual increases if any, will be at the sole discretion of the University.

2. Continuing Appointee merits - The University retains sole discretion in the evaluation of an NSF's performance.

a. A Continuing Appointee will be considered for a merit review at the time of the initial continuing appointment, and once every three (3) years thereafter.

b. Upon review, if the NSF is deemed excellent, the NSF shall receive a merit increase of at least two (2) steps on the NSF salary scale.

3. Conversion of post-six year appointees to Continuing Appointees - For current post-six year appointees who are converting to Continuing Appointees, the NSF's next merit eligibility date shall be three years after the effective date of the NSF's last merit increase or the effective date of the NSF's last appointment contract, whichever is more recent.

D. Demonstration Teacher, Supervisors of Teacher Education, or any NSF whose salary is paid on a By Agreement basis may be considered for a merit review at the sole discretion of the University in accordance with procedures established by the University at each campus.

### Achievements in the re-opener negotiations in Merit Review article:

1) Explicit allowance of accelerated and exceptional merit reviews. That means that early merit reviews (after, say, two years instead of three) and larger than two-step merit reviews is allowed. This was always the case, but it is now explicit in the contract.

2) The University will provide an explanation to the NSF if a merit increase is denied. This represents a change in practice on some campuses.

3) The University will now allow NSF to defer merit reviews up to one year. This represents a direct response to something that our members have raised.

### Status Report on the Workload Committee from Academic Personnel

In response to the report of the 2005 Unit 18 Workload Evaluation Committee, Academic Personnel is reviewing workload for the writing programs and the assignment of instructional workload credit for first-time teaching. We are in the process of updating the IWC listing, and we recently implemented a process to allow NSF who have a 100% appointment during a quarter to receive additional workload credit for first-time teaching or high enrollment (thus allowing a 117% appointment for one quarter). In response to the committee's consideration of how to compensate Unit 18 lecturers who provide foreign language competency testing, Academic Affairs has established a fund to support payments to NSF who serve as testers. The Department of Linguistics is administering these payments.

We hope to have committee review completed and recommendations, if any, forwarded during spring quarter. If changes were to be made, we expect they would be effective during the 2006-07 academic year.

