



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

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**University of California administration
springs “take it or leave it” offer on Lecturers**

On Tuesday, October 22, the UC administration bargaining team suddenly and without warning presented a “take it or leave it” offer to the lecturers’ team, effectively closing off negotiations that have taken more than two years.

“The conduct of the administration is outrageous,” said Rebecca Rhine, Chief Negotiator for the University Council-AFT, the union for lecturers and other non-senate faculty. “We came to these two days of mediation prepared to bargain, only to find out the administration was deliberately setting us up for impasse. In my years of collective bargaining I have never experienced such a lack of respect for the process or unwillingness to engage in substantive problem solving.”

During this final mediated bargaining session, the administration’s representatives stated a clear position on new language regarding contract enforceability before lunch and reversed themselves that afternoon, effectively undermining the entire session and ending the mediation process.

“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.

“The administration has displayed an outrageous contempt not just for lecturers, but for quality undergraduate education,” said Kevin Roddy, UC-AFT president and a lecturer at UC Davis. “It is the students that are ultimately hurt by the capricious behavior of a few bureaucrats. The University administration has betrayed the trust of its faculty.”

Lecturers were asked by the administration bargaining team not to comment publicly on the state of bargaining until the UC-AFT received the administration’s comprehensive offer. The next morning, before the UC-AFT bargaining team had seen the actual proposal, the administration sent out press releases praising their own package.

“The administration is pretending that this represents a great offer, especially the money for range increases at the bottom end of the salary scale” said Roddy. “But of the 3,000 lecturers in

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the system, the offer means a range increase—and a modest one at that—for 273 pre-six year lecturers, and for just 79 post-six year lecturers. That’s less than one eighth of the lecturers’ unit.”

“In a year when the administration claims financial troubles due to the state budget deficit, they have a perfect opportunity to fix some of the structural problems that aren’t expensive, such as job security for post-six year lecturers and creating fair dispute resolution procedures,” 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 the items that mean more to us than the money.”

The UC-AFT bargaining has been given until Friday to respond to the administration’s offer. If it doesn’t, or if it decides to reject it, the administration intends to impose its explicitly inferior “last, best and final” offer.

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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