

# UNIVERSITY OF CALIFORNIA

BERKELEY • DAVIS • IRVINE • LOS ANGELES • MERCED • RIVERSIDE • SAN DIEGO • SAN FRANCISCO



SANTA BARBARA • SANTA CRUZ

OFFICE OF THE VICE PRESIDENT  
HUMAN RESOURCES

OFFICE OF THE PRESIDENT  
300 Lakeside Drive, 12<sup>th</sup> Floor  
Oakland, CA 94612-3550

July 17, 2009

## VIA U.S. MAIL AND ELECTRONIC MAIL

Bob Samuels  
President, UC-AFT  
415 W. Gutierrez #15  
Santa Barbara, CA 93101

Karen Sawislak  
Executive Director, UC-AFT  
274-14<sup>th</sup> Street  
Oakland, CA 94612

Dear Bob and Karen:

On July 16, 2009, the Board of Regents for the University of California declared a financial emergency. As a result, the University is instituting a salary reduction and furlough plan to help alleviate current financial burdens. The program calls for reductions in pay equivalent to 4% to 10% of base pay for various employee groups as well as the granting of furlough days.

The University is proposing that the attached plan be applicable to employees in the Lecturer Unit. If the scenarios listed do not represent a plan you wish to agree upon, we invite you to submit an alternate plan for discussion with the University, that will yield the same or similar cash savings as the Salary Reduction and Furlough Plan adopted by The Regents.

Given the need to effectuate these savings as soon as possible, if we are unable to agree on The Regents' proposed plan or an alternate cost savings approach, the University will move forward to implement additional layoffs and/or reductions in time related to the declaration of a financial emergency. These actions will be taken consistent with the terms of your contract.

Please contact Shelley Nielsen, Interim Senior Director of Employee Relations, via email at [Shelley.Nielsen@ucop.edu](mailto:Shelley.Nielsen@ucop.edu) or via phone at 510.987.0530, if you wish to meet or if you have any questions.

Sincerely,



Lynn M. Boland  
Executive Director

Attachment – Approved Regents' Item

cc: Vice President Duckett (w/o attachment)  
Interim Senior Director Nielsen (w/o attachment)  
Director Pripas (w/o attachment)