

**UC Librarians' contract bargaining underway:  
World class institutions need world class librarians**

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UC librarians began contract bargaining April 17, 2018 around proposals related to salary parity, professional activities and academic freedom. Following several strong kickoff actions and 16 months of organizing, librarian chief negotiator, Axel Borg, said "this time librarian bargaining will be unlike anything before."

More than 300 librarians play a critical role in supporting and contributing to the University of California's mission to teach, conduct research, and provide public service to 10 campuses and affiliates with over 330,000 students and faculty. The University of California (UC) rightly prides itself as being a World Class Institution of research, scholarship and education, and any such organization needs the vital expertise and dedication of World Class Librarians.

UC librarian members of Unit 17 represented by the University of Council - American Federation of Teachers (UC-AFT) began contract bargaining on April 17, 2018 at UC Berkeley, followed by a second bargaining session at UC Irvine on April 24. The UC Librarian contract expires on September 30, 2018 and bargaining negotiations are scheduled over the next several months: June 19 (UC Davis), July 26 (UCLA), August 8 (UC Berkeley), and August 28 (UC San Diego).

This bargaining campaign is different from previous efforts of organizing and was kicked off with an unprecedented number of call-ins during the sunshine open meetings on April 4 and 16. These calls from faculty, students, staff, and the public sent a signal to UC Office of the President that the librarians are prepared to escalate a strong bargaining campaign. The time has come to correct the flaws in the contract, and to show the profession of librarianship that UC wants to attract and retain World Class Librarians.

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UC-AFT is the union of more than 3,000 Non-Senate Faculty and 300 Librarians who are employed at the ten campuses of the University of California. Formally organized on June 19, 1971 when seven AFT locals at the University of California voted to establish themselves as a council. Following the passage in 1978 of the Higher Education Employer-Employee Relation Act (HEERA), which allowed for collective bargaining in the UC system, representation elections were held for two groups of employees--librarians and non-Senate faculty (lecturers). In June 1983, librarians (Unit 17) voted to be represented by UC-AFT and began bargaining that December. The lecturers (Unit 18) followed suit the next year.

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