



Fair Pay, Fair Contract Overdue for UC Librarians

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Academic Freedom Petition: <https://tinyurl.com/LibrarianAF>

UC-AFT Unit 17 Librarians decisively rejected UC's request to extend the current contract, and on October 1, 2018 that contract expired.

When bargaining began, the lead negotiator for the UC said UC-AFT Librarians had a “mature contract,” not in need of much change. UC-AFT has spent 6 months detailing exactly how much critical change is needed. To date, UC-AFT Librarians’ Table team has [proposed changes](#) to 20 of 34 articles in the contract, and proposed two more addressing academic freedom and sabbatical rights. At best, UC has countered with concessions on minor issues. **ALL of these detailed and reasonable proposals have been dismissed.**

UC still refuses to guarantee academic freedom for academic librarians. They refuse to reduce the improper utilization of temporary workers for permanent work. They refuse eligibility for housing assistance and sabbatical rights. They refuse to adequately fund professional development. Many other contract changes that impact our working conditions and review processes have also been dismissed

In particular, their salary proposal demonstrates *exactly* how much they value librarians. At the September 26 [bargaining session](#) at UCLA, UC Administration ignored the [UC-AFT salary proposal](#) of **22-25%** salary increase over a three-year contract, designed to close the salary gap with peer institutions. They presented their own proposal of a four-year salary adjustment totalling **9%** (3%-2%-2%-2%) — an insulting proposal that will not even match inflation, and contradicts their stated goals to address the pay gap and improve the recruitment and retention of librarians.

That same day at UCLA, the UC Regents compounded that insult by approving a [market-based salary increase](#) of 8.9% for UCSC’s University Librarian M. Elizabeth Cowell. Her salary increase may be justified by her track record, but many of the accomplishments would have been impossible without the hard work of all of her colleagues in the library. Ms. Cowell will now earn nearly \$170,000 a year more than the average librarian at her campus; while it is exemplary of the increases for ULs across the UC, it is certainly not the most egregious case.

Something’s wrong with a public university system that rewards University Librarians and other library administrators with cumulative average pay increases of 32 percent over the last five years, while the last contract for rank-and-file librarians only guaranteed 8 percent.

UC-AFT Unit 17 Librarians know the value they bring to the UCs and have no use for an outdated, flawed contract badly in need of retooling. We join AFSCME and UPTE in working without a contract while negotiations continue. Our next bargaining session is October 19th at UC Berkeley. UC-AFT Librarians demand a FAIR CONTRACT, and it is now OVERDUE.

Formally organized in June 1971, 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.

Representing faculty,
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