

Side Letter
Librarian Bargaining
UC-AFT Response #1
November 2, 2018

SIDE LETTER:
SYSTEMWIDE POLICY WORKGROUP ON THE ACADEMIC FREEDOM PRIVILEGES AND
RESPONSIBILITIES OF NON-FACULTY ACADEMIC PERSONNEL IN RELATION TO APM-
010 AND APM-015

The University and the Union recognize that academic freedom is a fundamental right for all academic appointees, and will articulate that this applies specifically to Professional Librarians by including the UC-AFT's proposed changes to Article 1, and the newly proposed Article XXX on Academic Freedom, in any final tentative agreement for the Unit 17 MOU. The University and the Union agree that they have a mutual interest in articulating, preserving, and protecting the rights, privileges, and responsibilities inherent in the academic freedom of all academic appointees, including Professional Librarians. This side letter establishes a process by which full rights, privileges and responsibilities of academic freedom for all non-Senate academic appointees will be codified into the Academic Personnel Manual, and will subsequently form the basis of more comprehensive language to be integrated into the Unit 17 MOU in future bargaining.

1. By January 1, 2019, the University Provost and Executive Vice President shall form a systemwide workgroup to articulate the rights, privileges, and responsibilities inherent in the academic freedom of all academic appointees, including Professional Librarians, in relation to APM-010 and APM-015, and consistent with HEERA 3561c: "It is the policy of the State of California to encourage the pursuit of excellence in teaching, research, and learning through the free exchange of ideas among the faculty, students, and staff of the University of California... All parties subject to this chapter shall respect and endeavor to preserve academic freedom in the University of California."
2. The systemwide workgroup shall include representatives chosen by both the Librarians Association of the University of California (LAUC) and the University Council - American Federation of Teachers (UC-AFT). The group will also contain representatives from the bargaining units for other academic titles, including but not limited to UC-AFT Unit 18 Lecturers, UAW 2865 Academic Student Employees, and UAW 5810 Postdoctoral Scholars.
3. The systemwide workgroup should seek input, information, and advice from other nationally recognized experts on free speech and academic freedom, such as the American Association of University Professors (AAUP) and the Association of College and Research Libraries (ACRL).
4. The systemwide workgroup will seek input, information, and advice from Senate Faculty, the Council of University Librarians, and UC Academic leadership.
5. To ensure this issue is addressed in a timely fashion, the systemwide workgroup will produce a final report by January 31st, 2020.

6. Any recommendations from the workgroup, or policy documents resulting from the workgroup recommendations, must be agreed upon unanimously by the workgroup.
7. As the rights and responsibilities in relation to academic freedom are intertwined with the working conditions of Professional Librarians, UC-AFT retains the right to revisit the rights and responsibilities of academic freedom as applied to Professional Librarians in future bargaining.
8. This side letter agreement shall terminate with the expiration of the Agreement, unless the parties mutually agree to extend its terms beyond expiration of the Agreement.

FOR THE UNIVERSITY

FOR THE UNION

Date: