

March 12, 2019

Virginia Steel
Norman and Armena Powell University Librarian
UCLA Lib Admin
Box 951575, 11334 YRL Bldg
Los Angeles, CA 90095-1575

cc: Chancellor Gene Block; Executive Vice Chancellor Scott Waugh; Academic Senate Chair Joseph Bristow; Senate Vice-Chair/Chair Elect Michael Meranze

Dear Ginny,

After fifteen negotiation sessions over nearly one year, UC's negotiating team has failed to move on key issues related to the professional, academic status held by librarians at UC. Our solutions are simple, reasonable, and essential to our ability to perform our work.

Professional Development Funding

Every represented librarian needs dedicated and reliable annual professional development funding, which is a requirement for advancement in the series. Support should reflect the actual costs of staying current in and contributing to our fields. UC's proposal does not address these concerns. The current professional development funding model is inadequate, outdated, and inequitable in that it does not guarantee development opportunities to every librarian. Many University Librarians have consistently shown they care about this issue by supplementing librarian professional development funding from library budgets. The amount of available base-level funding needs to be raised for everyone.

Temporary Librarians

Most campuses do not abuse the use of temporary appointments. UCLA Library Special Collections does, and it is unacceptable. UCLA has earned a bad reputation through their hiring practices, which may have a spillover effect to other campuses. The contract must be improved to clearly support UC's commitment to the rational use of temporary employees and to require permanent positions when there is ongoing work.

Flexible Work and an Enforceable Contract

As dedicated academic professionals and exempt employees, librarians do their best work for the library and our patrons when we can utilize flexible work arrangements that allow us to maximize our effectiveness, without arbitrary and capricious denials by supervisors. While many supervisors understand the benefits to both the work/life balance of hard-working librarians and the strategic goals of each library, flexible arrangements are not uniformly available to all librarians. To enhance recruitment and retention, a fair process must be guaranteed for appealing decisions on this issue. It is a vital component of work life in these times.

Holiday Closures

Alternative work arrangements must extend to holiday closures. Our professional, academic status is undermined by any abridgement of discretion in whether, where, and how we perform work during holiday closures. Non-holiday days during holiday closures, intersession, or other academic recesses are not holidays for librarians; deadlines always loom, and the work continues. We need our leadership to acknowledge and respect this.

Transfer and Reassignment

When the library is considering a transfer or reassignment, librarians deserve at least ten days' notice about their new position before the reassignment occurs in order to prepare. Providing a "draft" job description, with a final job description not required until 10 days AFTER the reassignment, demeans both the librarian and the work they are being asked to assume. Reasonable notice of a change that can have tremendous impact upon library workflow, and individual librarian career goals, is all we are asking.

The UC-AFT Unit 17 Bargaining Team made straightforward proposals many months ago to address all of these issues. We the undersigned stand behind them as sound, rational, cost-effective, and beneficial to both librarians and managers. UC librarians have been working without a contract for over five months. We need real movement at the table right now and encourage you to apply pressure on UC negotiators to close this deal.

Signed,

UCLA Librarians

Lauren McDaniel (Temporary Status) (signed in person)
Courtney Dean (signed in person)
Lori Dedeyan (Temporary Status) (signed in person)
Rebecca Fordon (signed in person)
Daniel Schoorl (signed in person)
Nina Schneider (affiliated)
Rebecca Fenning Marschall
Paromita Biswas
Shira Peltzman (signed in person)
Tony Aponte (signed in person)
Bethany Myers
Antonia Osuna-Garcia
Peter Fletcher
Amanda Mack (affiliated)
Courtney Hoffner
Nisha Mody
Doug Worsham
Snowden Becker (affiliated)
Aaron Bittel (affiliated)
Ruby Bell-Gam
Michael Scott (affiliated)
Philip Palmer (affiliated)
Jade Albuero (signed in person)
Miki Goral (signed in person)
Marty Brennan (signed in person)
Stephanie Lara Anayah (signed in person)
Nora Lilit Avetyan (signed in person)
Melissa Beck (signed in person)

Jennifer Chan (signed in person)
Tomoko Bialock (signed in person)
David Cappoli (signed in person)
Hong Cheng (signed in person)
Sand Hun Cho (signed in person)
Robert Gore (signed in person)
Rachel Green (signed in person)
Michael R. Oppenheim
Caitlin Hunter (signed in person)
Courtney Jacobs (signed in person)
Jasmine Jones (signed in person)
Diana King (signed in person)
Simon Lee (signed in person)
Patrick Lavey (signed in person)
Jennifer Lentz (signed in person)
Elyse Meyers (signed in person)
Matthew Vest (signed in person)
Louise Ratliff (signed in person)
Norma Corral (retired) (signed in person)
Nancy Norris (signed in person)
Sangeeta Pal (signed in person)
Jennifer Friedman (signed in person)
Kevin Gerson (signed in person)
Sylvia Page (signed in person)
Janine Henri (signed in person)
Shahnaz Yousefhajadian (signed in person)
Kevin Balster (signed in person)
Sharon Benamou (signed in person)
Iman Dagher (signed in person)
Caroline Miller (signed in person)
Hermine Vermeij (signed in person)
Douglas E. Johnson
Zoe Borovsky