



Employee and Labor Relations

March 8, 2016

To: Deans, Associate Deans, Department Chairs and Business Officers

Re: Non-Senate Instructional Unit (Lecturer) Contract Implementation Training

The University of California and the American Federation of Teachers (AFT), the union that represents lecturers and supervisors of teacher education, have reached a new contract agreement for UC's more than 3,000 non-senate faculty. The union membership ratified the agreement on February 29, 2016.

The new multi-year contract, which is effective February 29, 2016 through January 31, 2020, provides annual wage increases, enhanced health and post-employment benefits and opportunities for lecturers with less than six years of service to obtain greater job security.

The Employee and Labor Relations Office is pleased to announce that Nadine Fishel, UC Chief Negotiator, and Marianne L. Beckett, Director of Academic Employee Relations at UCI, have agreed to co-facilitate the contract implementation training at our campus on the dates below:

Non-Senate Instructional Unit (Lecturer) Contract Training

Friday, March 18, 2016 | 3:00 – 5:00 p.m.

Location: HR Training Room, 1201 University Avenue, Suite 208 (2nd floor)

Thursday, March 24, 2016 | 10:00 a.m. – 12:00 p.m.

Location: INTS 1113 (Symposium Room)

Some of the topics include the following revised contract provisions:

- Wages: 11.2 percent increase over four years. In fiscal year 2019-2020, the final year of the contract, lecturers would receive the same increase given to non-represented academic employees. Certain lecturers will also continue to participate in the lecturer review process where they may earn performance-based increases.
- Health benefits: The same quality health benefits as the general UC employee population. Lecturers who are not employed during the summer will continue to have uninterrupted access to UC health benefits.
- Retirement benefits for future employees: Lecturers hired on or after July 1, 2016 will have the same retirement benefits as senate faculty.
- Other language changes on a number of articles and conditions of employment including the process for moving from pre-six-year to continuing appointment.

Information regarding the salary increase implementation will be forthcoming. UC Office of the President is in the process of publishing the revised articles on their systemwide contract webpage. Please visit our link to the [Lecturer \(IX\) Contract](#) in the Policy and Contracts section of the Human Resources website in the next few days to check for updates.

Please distribute this notice to appropriate faculty and staff members in your unit who are responsible for administering employment matters for lecturers and supervisors of teacher education.

To register for one of the sessions, please follow the instructions below.

1. Go to UC Learning Center at www.uclearning.ucr.edu
2. Enter your UCR NetID and password
3. Type in a key word from the course title in the search field and click Go
4. Click on the title of the class and select Register
5. Review the activity details and select Submit to complete your registration

Questions about accessing the training may be directed to UCRLearning@ucr.edu. Questions regarding the contents of the training may be directed to Elizabeth Sanchez, at extension 2-1414 or via email at elizabeth.sanchez@ucr.edu.