



October 18, 2011

To: Non Senate Faculty (via scotmail)  
Cc: Deans, Chairs, Human Resources Officers, Business Officers  
Re: Lecturers Ratify Three-Year Agreement

### **LECTURERS RATIFY THREE-YEAR AGREEMENT**

The University of California announced on October 17, 2011 that lecturers ratified a three-year agreement on wages, health benefits and other important issues. The Agreement covers the University's more than 3,000 lecturers.

Highlights of the agreement include:

- Participation in the one-time merit-based salary increase program for 2011-12 for non-represented faculty and staff that is based on individual performance. Merit increases for lecturers will be effective October 1, 2011.
- Participation in the regular academic merit program for 2012-13 and 2013-14, for which lecturers as academic employees will be eligible, as are all non-represented, non-student academic employees.
- The University and the union will reopen negotiations on salary in 2012-13 and 2013-14.
- Lecturers agreed to pay the same rates for healthcare benefits as tenured faculty and non-represented employees. UC will continue to pay the bulk of health insurance premium costs, or about 87 percent of costs on average.
- Lecturers agreed to contribute to the UC Retirement Plan at the same rate as non-represented employees. Contributions will be 5 percent of pay starting July 1, 2012. UC has committed to contributing 10 percent beginning July 1, 2012.
- The University and the union will negotiate any new contributions and post-employment benefit changes to the UC Retirement Plan for 2013-14.

Negotiations on the successor agreement began in February. The agreement will run through September 30, 2014.

For questions, please call Karen Resendez in the Labor Relations Office at extension 2-2847 or email at [karen.resendez@ucr.edu](mailto:karen.resendez@ucr.edu).