

A Resolution for Solidarity with Contract Faculty, Teaching Faculty, and Lecturers

WHEREAS, students deserve to be taught by teaching faculty who do not work multiple jobs, are constantly searching for new employment, or are being forced out of a department after a year¹; and

WHEREAS, UC-AFT represented contract faculty teach more than 30% of undergraduate credit hours in the UC system and are essential to the UC's teaching mission, yet experience low-pay, high turnover, and working conditions that are far inferior to those of their tenure-line colleagues²; and

WHEREAS, the vast majority of teaching faculty members are hired on short-term contracts and the university has no obligation to reappoint lecturers who have shown themselves to be excellent teachers³; and

WHEREAS, students, workers, and community members at UCLA and throughout the UC and California are living during a global pandemic which has resulted in the potential hospitalizations and deaths of family members, as well as an economic crisis that has caused millions to lose their jobs⁴ and will cause millions to face eviction⁵; and

WHEREAS, teaching faculty members represented by UC-AFT have been bargaining since April of 2019, and working out of contract since February of 2020, to improve their job stability and rehiring rights in keeping with industry standards at other institutions of higher education in the State of California⁶; and

WHEREAS, lecturers are constantly subject to parts of the job which are unpaid, such as writing letters of recommendation, holding additional office hours, and mentoring and advising students⁷; and

WHEREAS, the UC has not made any appropriate changes to the UC-AFT MOU to better align with the realities of remote work and higher education as a whole⁸; and

¹ <https://www.insidehighered.com/news/2020/04/10/next-level-precarity-non-tenure-track-professors-and-covid-19>

² https://docs.google.com/document/d/11eE8LzxDQL-r9I3H8JDwVZ53WV1T1i1hRwJ4er_IHU/edit?usp=sharing

³ <https://www.cityonahillpress.com/2020/04/12/pandemic-highlights-job-precarity-for-lecturers/>

⁴ <https://www.cidrap.umn.edu/news-perspective/2020/05/us-job-losses-due-covid-19-highest-great-depression>

⁵ <https://challengeinequality.luskin.ucla.edu/2020/05/28/ud-day-report/>

⁶ <https://ucaft.org/content/sf-chronicle-article-hundreds-berkeley-lecturers-fear-losing-jobs>

⁷ <https://ucaft.org/content/sf-chronicle-article-hundreds-berkeley-lecturers-fear-losing-jobs>

⁸ <https://www.davisvanguard.org/2020/04/uc-lecturers-complain-about-health-and-safety-during-covid-19-crisis/>

WHEREAS, statewide the UC has laid off over 2100+ lecturers already by failing to renew their contracts, more than 570 at UCLA alone⁹; and

WHEREAS, on October 6, 2020, the USAC passed a resolution in support of AFSCME workers, against their treatment by the UC¹⁰; and

THEREFORE LET IT BE RESOLVED, the USAC calls for the end of the lecturer/gig-worker relationship which negatively puts teaching faculty in precarity, and negatively affects the quality of education.

FURTHER LET IT BE RESOLVED, the USAC calls on the UC administration to prioritize the teaching mission of the university by ensuring a stable teaching faculty, protecting teaching faculty from layoffs, and extending greater job security to early career lecturers.

FURTHER LET IT BE RESOLVED, the USAC calls on UC to provide flu shots for contract faculty if it is a requirement for employment.

FINALLY LET IT BE RESOLVED, the USAC calls on UCOP to settle its contract with UC-AFT and treat all members of its teaching faculty with dignity and respect.

⁹ <https://ucaft.org/content/sf-chronicle-article-hundreds-berkeley-lecturers-fear-losing-jobs>

¹⁰ <https://docs.google.com/document/d/14ugz8xHBgZ2hMb1YHagLnvqpZ51TCZmT-Hg8ZWJ3sc/edit?usp=sharing>