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California State Senate

SENATOR
DR. RICHARD PAN
SIXTH SENATE DISTRICT



CHAIR
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EDUCATION
HUMAN SERVICES
BUDGET SUBCOMMITTEE
#3 ON HEALTH
& HUMAN SERVICES

October 15, 2021

President Michael Drake
Office of the President, University of California
1111 Franklin Street, 12th Floor
Oakland, CA 94607

Dear President Drake,

As a former University of California (UC) faculty and Academic Senate member, I recognize the essential role lecturers play to the education of UC students. Thus, I request UC return to negotiate a fair contract and end the current impasse in bargaining between the University of California and the University Council-American Federation of Teachers (UC-AFT) with regards to UC lecturer's benefits, performance reviews, and reemployment preferences.

UC lecturers teach one-third of undergraduate credit hours and are a critical workforce to the university, particularly in educating California's undergraduate students. Despite this, the university continues to pursue policies such as limiting work hours that exclude many UC lecturers from eligibility for employer-funded health insurance which results in some UC lecturers and their families having to depend on Medi-Cal and other publicly-funded assistance. The University of California should be a responsible employer and provide accessible, affordable, quality health benefits and a living wage for all its employees so that no UC employee must rely on public assistance.

Further, establishing performance reviews and reemployment preferences for UC lecturers will not only benefit lecturers and their families by providing additional job security, but will also help improve the quality of teaching California's undergraduate students receive by ensuring lecturers are retained based on the merit of their work. In addition, establishing reemployment preferences paired with performance reviews will improve the standing of the UC as an employer in a highly-competitive job market and reduce the administrative burdens and costs of rehiring lecturers.

I urge the university to return to the bargaining table, and I ask you to seriously consider UC-AFT's bargaining proposals for the future of the University of California. Please contact me at (916) 651-4006 or Senator.Pan@senator.ca.gov with questions or updates.

Sincerely,

A handwritten signature in black ink that reads "Richard Pan".

Richard Pan, MD, MPH
State Senator, California's 6th District