May Day for Fair Pay!
Lecturer Bargaining Kick-Off

Wednesday, May 1st @ 12pm
Rally on the steps of Sproul Hall

Join us as we launch the 2019 Lecturer contract campaign to fight for the rights of UC-AFT faculty and UC students. It will be an inspiring and powerful day of labor solidarity with UC unions.

Uc-AFT 1474
@ucaft1474

#FacultyEquity #WeTeachUC #UCUnionsUnited #UCfortheMany
OUR DEMANDS:

**Livable Salaries and Benefits**
To properly educate our students, Lecturers need to earn a living wage. The annual minimum salary for a ladder-rank professor at the UC is $91,700, but the annual minimum salary for a Lecturer who teaches the same classes is $54,736. Because most of us are appointed part-time, the median pay for a UC lecturer in 2017 was a measly $19,900. To make matters worse, 35% of Lecturers lack health insurance and retirement plan eligibility.

**Teaching at the Core of the UC’s Mission**
In UC President Janet Napolitano’s own words, “the University of California is preeminent in educating the state’s young people.” We agree! Across the UC system, Lecturers teach 30-40% of the student credit hours, a figure which continues to grow each year. Yet our impoverished working conditions sends a message to students and their families that UC administration does not prioritize undergraduate education. We also reject the two-tier hierarchy that considers our teaching as less valuable than that of tenure-track faculty.

**Stable, Fair, and Career-Oriented Hiring**
Lecturers are fighting for greater job security, which is critical for student success. Berkeley students deserve to be taught by faculty who are not rushing to a second job, searching for new employment, or forced out of a department after a year. The current contract is based on the outdated assumption that Lecturers are not career academics when, in fact, many of us are here for the long term.

**No Unpaid Labor**
In addition to teaching, Lecturers are often expected to perform many tasks that benefit the UC and our profession but are unpaid. These duties are associated with curriculum development, research, and/or service. The compensated duties of Lecturers should be well-defined and inclusive of all work that is generally recognized as necessary for the role.

**Faculty Diversity and Equity**
Lecturers are more likely than tenure-track faculty to be women and people of color. We are important mentors for first-generation and underrepresented students. Our second-class status harms not only ourselves, but the students who rely on us. As the UC administration seeks to promote diversity and equity, they should invest in Lecturers.