

UNIVERSITY  
OF  
CALIFORNIA

February 27, 2021

Dear colleague:

I am pleased to inform you that after months of discussions, the University and the UC-AFT, which represents UC lecturers as well as K-12 teachers at the UCLA Lab School, the UCLA Geffen Academy and the UCSD Preuss School, have reached a tentative agreement on terms regarding remote learning and return to campus.

Highlights of the agreement include:

- Confirming UC's commitment to enhanced safety for instructors and codifying the university's health and safety guidelines;
- Terms that ensure teachers have safe working conditions;
- Ensuring that performance evaluations and merit increases take into account the impacts of the COVID-19 pandemic;
- Ensuring full schedules for K-12 school instructors, whether remote or in-person;
- Flexible use of paid medical leave for Fall 2020 to address COVID-related challenges;
- Postponement of mentoring meetings with department chairs for pre-six lecturers who want to defer;
- Not requiring that COVID-19 vaccination be a condition for return to in-person instruction.

This agreement represents an important milestone achievement between the University and the union regarding the pandemic and its effects on UC instructors and students.

Negotiations continue on a new comprehensive contract for lecturers and other bargaining unit members, and we will continue to update you on those efforts as we have progress to share.

As always, thank you for your dedication and many contributions to UC and the people we serve.

Sincerely,

Nadine Fishel  
Associate Director  
Systemwide Labor Relations