

WHO WE REPRESENT

UC-AFT represents **350 librarians** and 6,000 lecturers across **10 campuses** of the University of California.

BARGAINING ISSUES

- Salaries unable to keep up** with high cost of living and student debt
- Insufficient **professional development funding**
- Deprofessionalization and our **academic status**
- Inconsistent **flexible work** arrangements
- Increased workload** due to vacancies

STRATEGIES & TACTICS

- Conducting **background research** on academic library workers
- Surveying** UC-AFT members on priorities
- Submitting **requests for information** from UC
- Training** for the bargaining team table approach
- Open bargaining** accessible to members and observers
- Organizational and project management **tools**



Building Librarian Power through Contract Bargaining

Kendra K. Levine, Tim Vollmer
2025 ALA Annual Conference
University of California, Berkeley
UC-AFT Local 1474 Librarians

BIG WINS



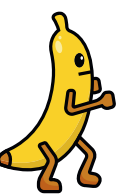
Economic

- ✓ 6.85% immediate across-the-board salary bump
- ✓ Guaranteed 21.4% salary increases over the life of the contract
- ✓ \$2k ratification bonus
- ✓ \$1250/year professional development funding for each librarian
- ✓ 45% increase in University-wide librarian research funding



Academic

- ✓ New contract article to ensure academic freedom
- ✓ Defined process for handling academic personnel manual revisions
- ✓ Stronger protections against deprofessionalization and misclassification
- ✓ Additional protection re: peer review process and remediation plans



BARGAINING NUMBERS

- Timeline: **September 2023-October 2024; 22 bargaining sessions** (9 in person)
- We passed **~75 proposals** on **23 articles** opened for negotiation
- 18 table team members**; librarians from all **10 campuses** observed the process
- 98%** of UC-AFT Librarians voted to ratify (92% of the members voting)

FIGHTS AHEAD

- UC and federal **budget cuts**, hiring freezes
- Administration attempts to **redefine librarian** work
- Ongoing **deprofessionalization** via hiring practices, outsourcing

More info and resources!

