

## **LAUC-SD Membership Meeting**

**11/16/99**

**Present: 31 LAUC-SD members**

Announcements:

1. Welcome to Laura Galvan-Estrada the new Web Reference Librarian in SSH.
2. The Spring Assembly will be in Santa Barbara on June 1, 2000.
3. The January membership meeting has been switched to January 25th in the Seuss Room.
4. Barbara met with Brian Schottlaender. They decided that two meetings a year between the LAUC chair and the UL will be useful to facilitate cooperation. The meetings will be in the Spring and Fall. Brian mentioned particular interest in supporting the work of the Research and Professional Development Committee.

Discussions:

1. Cultural Diversity Committee:

Craig Haynes updated the membership on the activities of the local CD Committee. The Committee is currently in the process of program planning for next year. Craig encouraged program ideas from the membership which can be sent to the Cultural Diversity list. The last screening in the "Film at Noon" series for the Fall was held on Thursday 11/18. On the state level, the CD Committee convened in Oakland at UCOP 11/11. LAUC President Patsy Inouye attended and offered support. The Committee brainstormed new initiatives, but also articulated the need to take action on recommendations put forth in previous CD reports, e.g., the two follow-up reports to the Many Voices of Diversity. The group will videoconference in December to prioritize initiatives and implement a clear, long-range plan. The Committee also resolved to provide better communication at both the local and state level. Lastly, Craig invited the membership to visit the new Statewide LAUC Cultural Diversity website (<http://www.ucop.edu/lauc/cd/index.htm>).

2. Update on the proposal to revise the Librarian Series:

CVOC's have endorsed the proposal. Notification of several other groups must now happen:

- Chancellors
- University Committee on Academic Personnel
- Academic Council

It is expected to be pro forma, but stay tuned. There is an effort to fast track the proposal to be effective July 1, 2000.

The collective bargaining process is still on their own timeline with an Memorandum of Understanding that is effective until July 1, 2000. Union members have received the proposal as LAUC members but not as a union communication.

Barbara went through the proposal summary, including the old and new scale. The transition plan was also discussed. The main assumptions are that the transition be fair with no long or short term financial disadvantage and that rank (not necessarily step) be preserved. The transition will take place at the individual's next review cycle after the plan is fully approved.

Questions and discussions of the proposal and transition included concerns about timing of the proposal and transition. Seeing as the proposal only considers non-represented employees, should things move ahead and potentially bifurcate the series while the represented employees wait for union movement? Brian asked for input on this issue to bring to the 11/19 UL meeting. The general impression was that movement is good, but the split of the series should not be taken lightly. Based on outcomes, the transition could occur as early as this review cycle with moves to the new scale taking effect July 1, 2000.

### 3. SB 645

Governor Davis has signed SB 645 which will lead to a fair share charge to all non-union/represented employees. The share will not exist current union dues and an 80% figure is expected. This will take effect no sooner than 1/1/00. Contact Michael Melman, Director of Labor Relations for more information at ext. 42810.

### 4. Upcoming Review Cycle

LHR will send out official review packets 11/17. For an update on changes and an orientation to the process there will be a meeting on 12/1 at 2pm in the Seuss Room. A request from Maureen and Debbie to pay attention to the calendar was made. Last year only one review was turned in on time.

### 5. Assembly

Harold Colson, Amy Butros and Barbara Slater will be the SD delegation to the Fall Assembly in Santa Cruz.