



UC SANTA CRUZ FACULTY ASSOCIATION
Council of UC Faculty Associations

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Dear Academic Senate members,

In December 2016 the university proposed a cap on summer school salaries, and the SCFA began bargaining on the issue. We first succeeded in getting the university to agree not to implement proposed changes in Summer 2017. Bargaining on the proposal continued, and concluded in August.

We're happy to report that the university has withdrawn its proposal for a summer salary cap. One of the SCFA's core positions is that faculty salary cuts should not be used to address real or perceived budget issues; this was and will remain at the core of our bargaining position. The university also proposed a formula for pro-rating compensation for summer courses of fewer than five units. Based on our evaluation of the proposal and member feedback, we agreed that this was fair, and accepted it with the proviso, to which the university agreed, that upward adjustments of the proration formula could be negotiated on a case-by-case basis.

The proposed salary cap would have affected a substantial number of faculty teaching in summer session, and we are very pleased that the proposal has been withdrawn. The university administration communicated to us, however, that it might propose summer salary caps again at some time in the future. If that happens, the SCFA will bargain once more, and we hope, in that eventuality, to get the same degree of faculty support that we received during this round.

Thank you to everyone who responded to our call for comments, because these were important in the bargaining process. And thanks to all of our dues-paying members whose support brought you this victory--if you aren't already a member, please [join](#)!

SCFA Board

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Note: If you would like to know more about the summer school salary issue, or would like to bring any issues to the attention of the board, please e-mail us at SCFA.assist@gmail.com. The SCFA position, delineated in a letter sent to university counsel during the bargaining process can be found [here](#). The university counsel's document that concluded the bargaining can be accessed [here](#).

With faculty participation, the FA is an effective political voice. Together, we decide how to use it. Visit [our website](#) to find out how to join your colleagues by registering online.

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