

## **Victory for Union Archivists!**

Our local union leadership, along with statewide union leader Axel Borg (UC Davis librarian and UC-AFT VP for Legislation), worked diligently for the past year to correct an error in classification of archivist positions in the Special Collections & University Archives department. Despite the fact that our archivists were doing work that fell under the scope of Article 4A of the MOU, they were classified under the Curator payroll title.

On June 1, 2015, Axel Borg, Rhonda Neugebauer, Carla Arbagey, and Mo Menon met with University Librarian Steven Mandeville-Gamble and Labor Relations officer Jake Hurley to finalize an agreement on this classification issue. In a great win for our union, the management agreed that these archivists should be moved into the librarian series!

Archivists, continued page 6

### **From the MOU**

#### **Article 15 Section A**

**C**areer and potential career librarians appointed at 50% or more of full time, who are residents of the State of California, and who meet the admission requirements of the University, are eligible for a two-thirds reduction of both the University Student Services Fee and the University Tuition, for up to nine units or three regular session University Courses per quarter.



### **Contents**

Workshop, 2  
Professionalism, 3  
Stress Info, 4  
Calendar, 5  
Beer! 6

### **Information**

*The Raven* is an occasional newsletter conceived, written, and compiled by Carla Arbagey, Librarians' Grievance Steward, UC-AFT Local 1966 President, and Librarians' Bargaining Team Member.

If you would like to contribute in any way, please e-mail Carla at [carbagey@ucaft.org](mailto:carbagey@ucaft.org)

## **Shop Notes from the Grievance Steward, or, What I did During My Summer Vacation**

My summer has been filled with union events, activities, and meetings. I have done a lot and learned a lot this summer. Here are some notes about what I've been up to.

**May:** I attended a bargaining session for the lecturers in Oakland. This proved to be a great opportunity to learn more about the bargaining process and about the issues lecturers at UC are facing.

**June:** I went to "Union Summer School," which was a week-long training program for union treasurers, held at Cal Poly Pomona and hosted by the California Federation of Teachers. My hope is that I can eventually fill the role of UC-AFT Secretary-Treasurer when UCLA Librarian Miki Goral retires.

Shop Notes, continued page 2



**UC-AFT  
Librarians:  
What  
happens to  
one of us  
happens to  
all of us**

**Save the Date:  
Know Your Rights Workshop**

**Wednesday, September 23,  
2:00-3:00pm in Rivera 403**

**In the workshop you will learn  
about:  
Weingarten Rights  
Professionalism in the HEERA  
Grievances  
And More!**

**Workshop facilitated by  
Carla Arbagey; Light  
refreshments will be served.**

### **Shop notes, continued from 1**

July: On July 17, I traveled to UCLA to for a union-sponsored social for early career librarians, where I spoke about the review process and using my Microsoft Visio chart for documenting workload. Later in the month, I attended an all-day grievance steward training, followed the next day with the UC-AFT Council meeting in Burbank.

August: On August 4 I attended a special meeting for the lecturer's bargaining committee, hosted by Ben Harder. I was able to observe the process for deciding goals for bargaining before their contract expires on October 31. A few of their major goal are shortening the time to continuing status\*, retirement benefits for those with less than 50% appointments, and improvements to the merit review process.

September: Now that I've taken over as president of our Local 1966, I have been keeping myself busy planning our fall organizing. I have been booking campus rooms and outdoor spaces, creating flyers, and developing swag to give away during our tabling events.

\*Did you know? Many lecturers do not have security of employment. They do not know from year to year, even quarter to quarter, if they will have a job. Worse, to achieve what is called continuing status (meaning they have an ongoing appointment and job security), it takes 6 years of full-time work! This means that certain part-time lecturers may only get continuing status after 18 years. Ben Harder and our UC-AFT Unit 18 bargaining team are working hard to change this during the current contract negotiations.

## What does it mean to be a professional, and what work is professional?

The Higher Education Employer-Employee Relations Act, Cal.Gov.Code §3562, defines a professional employee as:

- (1) Any employee engaged in work: (A) predominantly intellectual and varied in character as opposed to routine mental, manual, mechanical, or physical work; (B) involving the consistent exercise of discretion and judgment in its performance; (C) of a character so that the output produced or the result accomplished cannot be standardized in relation to a given period of time; and (D) requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning or a hospital, as distinguished from a general academic education or from an apprenticeship or from training in the performance of routine mental, manual, or physical processes.
- (2) Any employee who: (A) has completed the courses of specialized intellectual instruction and study described in subparagraph (D) of paragraph (1), and (B) is performing related work under the supervision of a professional person to qualify himself or herself to become a professional employee as defined in paragraph (1).

**“Huh?! What’s that mean in English?”**

In simpler terms, UC-AFT librarians are professionals because:

- We perform intellectual work that is not routine and cannot be duplicated by a machine
- We exercise our discretion and judgment as professionals in conducting our work
- We perform work that required us to obtain an advanced degree in our field – the MLS/MLIS

Further, because we have an advanced degree and are considered to be professionals, all work we do IS professional work! Beware of those who may try to convince you otherwise.

### UC-AFT Librarians: We ARE Professionals!

Has a supervisor, department head, AUL, or UL accused you of doing non-professional work? Your union wants to know.  
Contact your union representative:

Carla Arbagey, Grievance Steward [carbagey@ucraft.org](mailto:carbagey@ucraft.org)

Rhonda Neugebauer, Librarians' Caucus President [rhondaneu@charter.net](mailto:rhondaneu@charter.net)

Mo Menon, UC-AFT Field Representative [mmenon@ucraft.org](mailto:mmenon@ucraft.org)

## Stressed out?

Normal stress is just that – normal. The body's stress response is designed to help us face dangerous or challenging situations. Chronic or toxic stress occurs when our stress response – including rapid heartbeat, faster breathing, and increased energy levels – happens for extended periods of time. Chronic stress is linked to headaches, gastrointestinal problems, back pain, and difficulty sleeping.

In the workplace we can also experience chronic stress. Workplace stressors, such as a heavy workload, uncertain expectation, an unhealthy workplace, or dysfunctional management, can de-rail even the most well-adjust employees.

From The National Institute of Occupational Safety and Health (NIOSH)

"Job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Job stress can lead to poor health and even injury.

Stress, Continued Page 5



**Carla Arbagey** was elected president of UC-AFT Local 1966 by acclamation. Carla continues in her role as the Unit 17 Grievance Steward and member of the librarians' statewide bargaining team.

**Rhonda Neugebauer** continues to serve as the UC-AFT Local 1966 Librarians' Caucus president

**Sharon Scott** recently took over the duties of secretary for the Librarians' Caucus

Interested in playing a leadership role in our union? Contact us to find out how!



**Sticker Up Day at Orbach Science Library**

Librarians (from left to right) Judy Lee, Julie Mason, Carla Arbagey, Denise Kane, Sharon Scott, and Marie Bronoel paused for a picture wearing stickers in support of professional librarians. The stickers read "UC-AFT Librarians / We are professionals."

Be on the lookout for information about future sticker up days, or contact Carla if you would like to plan one.

## **Calendar of Events**

### **September**

9/7 Labor Day Holiday  
9/17 Local 1966 Executive Board Meeting, 5:30-7:00pm at Getaway Café (all union members welcome)  
9/23 "Know Your Rights" workshop, 2:00-3:00pm, Rivera Room 403  
9/24 First day of classes at UCR  
9/29 Tabling, 10:30am-1:30pm, near the Bell Tower: Union Benefits Information and New Student Info  
9/30 Local 1966 Membership Meeting, 12:00-1:30pm, The Barn

### **October**

10/1 Tabling, 10:30am-1:30pm, near the Bell Tower: Union Benefits Information  
10/7 Unit 17 Member meeting, 12:00-1:30pm, Rivera Room 403  
10/7-8 Tabling, 10:30am-1:30pm, near the Bell Tower: Campaign to Support Lecturer Bargaining  
10/13-15 Bargaining comes to UCR! Gather at the University Village to support lecturer rights and a fair contract

### **November**

11/4 Unit 17 Member meeting, 12:00-1:30pm, Rivera Room 403  
11/7 UC-AFT Council Meeting, 10am-3pm, CFT Oakland Office (contact Carla for more info if you would like to attend)

## **Stress, continued from 4**

The concept of job stress is often confused with challenge, but these concepts are not the same. Challenge energizes us psychologically and physically, and it motivates us to learn new skills and master our jobs. When a challenge is met, we feel relaxed and satisfied. Thus, challenge is an important ingredient for healthy and productive work.”\*

A stress survey for union librarians will be distributed shortly, and it will give you the opportunity to tell union leaders what's causing you stress at work. Stressed out just thinking about it all? Take a deep breath. We are all in this together, we are union strong!

If you need immediate help with chronic stress, contact your doctor. Resources are also available on campus, for more information visit The Wellness Program online at <https://wellness.ucr.edu/stressless.html>.

\*NIOSH Publication 99-101, <http://www.cdc.gov/niosh/docs/99-101/>



Above: IWW (Industrial Workers of the World) Union hops pickers gather at the Durst Ranch in Wheatland California. This same ranch was the scene of the August 3, 1913 "Wheatland Hop Riot," when local authorities attempted to break up a strike meeting of the union.

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#### Archivists, Continued from Page 1

This will give our archivists the right to representation, benefits guaranteed by our MOU, and the support system we all enjoy as brothers and sisters of our union. Among the guaranteed benefits they will now receive are: paid sick leave, professional development funds, and the right to grieve.

Although final paperwork for their transition is pending, our union would like to welcome its newest members:

Eric Milenkiewicz, Manuscripts Curator

Bergis Jules, University and Political Papers Archivist

Jessica Geiser, George Brown Legacy Project Archivist

#### Drink Union Suds this Oktoberfest

The Wheatland Hop Riot helped turn public attention to the plight of California's agricultural workers for the first time, resulting in pro-labor legislation in the ensuing years.

For more on the story of the Wheatland Hop Riot, see [https://en.wikipedia.org/wiki/Wheatland\\_hop\\_riot](https://en.wikipedia.org/wiki/Wheatland_hop_riot).

Celebrating Oktoberfest? Buy union made beers! Here's a brief list of beers (right) made by union members.



Anheuser-Busch  
Barq's (root beer)  
Blue Moon  
Coors  
Goose Island  
Green Valley Brewing Company  
Henry Weinhard  
Kirin  
Mendocino  
Michelob  
Miller  
Molson  
Pabst  
Red Stripe  
Rolling Rock  
Shock Top  
Steelhead  
Stella Artois



For the full list, visit <https://www.unionplus.org/union-made/beers>.

