

In March 1981, representation elections were held on many of the UC campuses. Faculty voted whether they wanted representation, and if so, which organization did they want to represent them: the AFT or the Faculty Association.

Most campuses voted against formal representation. There were runoff elections at two campuses: UCLA and UCSC. In the end, the faculty at UCLA preferred the Faculty Association over the AFT for representation, but they still preferred no representation by a margin of 51.4% to 48.6%.

At Santa Cruz the faculty voted for representation by the Faculty Association by a margin of 54.5% to 45.5% for no representation.

The Santa Cruz Division thus became the first group of faculty in the University to designate a Faculty Association as its official representative on such bread-and-butter matters as salaries and fringe benefits. All academic issues would, of course, remain the responsibility of the Academic Senate and the traditional channels of collegial governance.

The success of the Santa Cruz Faculty Association created a new role for the Council of UC Faculty Associations. Once the Santa Cruz Faculty Association was certified by the Public Employment Relations Board as the official representative of the faculty in the Santa Cruz division, the SCFA designated the statewide Council of UC Faculty Associations as its agent for consultation with the University systemwide administrations. Under the Berman Act (HEERA) the SCFA became authorized not only to “meet and confer” with the Santa Cruz administration, on local campus issues, but also to “consult” with systemwide administration on such matters as salaries and benefits.

Here is the relevant language from 3579 (e) of the Berman Act:

“the employer shall consult with the exclusive representative of a division on matters which would be within the scope of representation or consultation of a statewide representative.”

The Council of UC Faculty Associations is a federation of the individual

Associations at Berkeley, Davis, Riverside, San Francisco, and Santa Cruz. In 2000, the Council of UC FAs became affiliated with the American Association of University Professors (AAUP). The new coalition offers shared-membership between the FA and the AAUP with a single dues structure. Membership is open to all Academic Senate faculty.

The UCLA Faculty Association is an independent association and not a part of the Council structure. The UCLA FA does, on occasion, work together with individual FAs to promote the interests of faculty.