

SEPTEMBER 5, 2008  
Embargoed until  
11:00 am Friday, Sept. 5, 2008

**Ross Thomson, Chief Negotiator**  
(658-9460-home)(656-0182- work)  
**David Shiman, President**  
(658-1209-home)) (656-1428-work).

## **University of Vermont Faculty Union agrees to Tentative Contract with UVM Administration**

**Burlington, VT** - After approximately 150 hours of negotiations over eight months, United Academics reached a tentative contract agreement with the University of Vermont on September 4th.

The new contract, when ratified by faculty vote, will run until July 2011. The collective bargaining agreement for full-time faculty at the University provides substantial salary increases over three years, improved child-bearing and child rearing leave, paid leave for family care, increases in funds to support the faculty's professional development, and increased benefits for faculty who obtain research grants. In addition the parties reached agreement on complex health insurance issues.

"It is a victory for both parties," said chief negotiator Ross Thomson, Associate Professor of Economics.

He describes the contract as one of the best contracts for Full-Time Faculty negotiated in the country over the past 2 years.

"It is evidence", said David Shiman, President of United Academics, the faculty union, "that the administration and faculty share a commitment to making UVM the premier small research university in the country."

Thomson described the negotiations as "cordial and tough."

"We argued, disagreed, and challenged each other, but always in a climate of respect and civility," he said. "Our salaries still lag behind many of our peer and competitor universities. This is particularly true of the private schools; under President Fogel, UVM increasingly competes with private colleges and universities for students, faculty, and tuition dollars. But we continue our commitment to closing the salary gap."

There will be informational sessions held on campus for the faculty who will be called upon to ratify the contract within the next few weeks. Until ratification, United Academics and the University have agreed not to make public the specific details of the contract.

The negotiating team was composed of Beth Mintz, (Sociology), Mary Peabody (Extension), Thom McEvoy (Rubenstein School), David Shiman (Education), with Ross Thomson (Economics) as chief negotiator.

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INTERVIEWS ARE AVAILABLE UPON REQUEST.