COLLECTIVE BARGAINING AGREEMENT 2017 – 20
SUMMARY OF CHANGES

Article 1: Recognition

Side Letter: A UA representative and the Labor and Employee Relations Manager will plan for training in the contract for all administrators of the contract.

Article 6: Academic Freedom and Responsibility

Coverage of academic freedom in the context of social media/electronic media will be agreed upon and incorporated into the CBA following a Faculty Senate review of the current University Faculty Senate Statement on Academic Freedom to take place within a year of ratification of the CBA.

Article 14: Appointments and Evaluation of Faculty

Lecturers

- Formal Peer Reviews happen every four years for Lecturers, Senior Lecturers, Clinical, Extension, Library and Research faculty twice, and then the reviews happen every six years, unless requested earlier by the faculty member.
- Lecturer contracts after four years of consecutive full-time service will be two or three years.
- Lecturers may apply for Senior Lecturer promotion in the fifth year.
- Initial Senior Lecturer appointments will be at least three years, and second reappointments for Senior Lecturers will be at least four years.

Research Faculty

- Bridge funding automatically approved in cases where a new grant is scheduled to begin within one month of the expiration of the previous grant.

Clinical, Library and Extension Faculty

- Contracts may be extended a year further than in the previous CBA (e.g. Clinical and Library Professors may be reappointed for six or seven years; Extension Professors will receive appointments up to four years).
- Extension Faculty with grants or other assignments will have their retirement benefits based on the total of the FTE, not just their appointment FTE.

Article 16: Workload

- Limits are placed on what specific types of work will be required over the summer, and clear indications when a request from an administrator falls into those categories (including planning for Fall semester that is unavoidable;

(continued on Page 2)

Article 16: Workload (cont.)

addressing grade appeals from Spring semester classes; other investigations of students, faculty, or staff; work that was specified in the workload plan to take place in the summer).

- The guaranteed right to be unavailable to respond to phone or email for more than two weeks so long as the faculty member notifies the department chair of their next date of availability.
- Expanded Section Descriptions due on the first day of registration, not two weeks before the advising period. Also, a syllabus or substantially similar syllabus may be substituted for the ESD. And, the Administration agrees to make a good faith effort to upgrade the ESD system to allow ESDs to continue from one semester to the next, or at least be easier to copy.
- Periodic course reductions for non-tenure track faculty:
  - after two consecutive years of teaching eight courses per year, the faculty member will teach seven courses in the third year.
- Course equivalences will be reviewed by faculty and chairs at least every five years (revisions may happen at any time).

Article 18: Salary

Salary Increases:

Year	Across the Board			Performance
FY18	Average Total: 1.5%			1.0%
	.75% of 2017 Salary	+	$654.10	
FY19	Average Total: 2%			1.0%
	1% of 2018 Salary	+	$892.35	
FY20	Average Total: 2%			1.0%
	1% of 2019 Salary	+	TBD	

* - (from January, 2018)

Promotion Increases starting in 2018 are retroactively applied as follows:

Lecturer to Senior Lecturer increases from $5000 to $5500 (if appropriate)

Instructor to Assistant Professor increases from $2000 to $2500

Assistant to Associate Professor increases from 9% to 9.25% of base

Associate to Full Professor increases from 10% to 11% of base salary

(continued on Page 3)

Article 18: Salary (cont.)

Minimum Salaries

After all salary increases provided for under this Article are made, no tenure-track or tenured unit member, Clinical faculty member or twelve-month Ph.D. holding Extension faculty member at .80 FTE at the rank of (see below) shall be paid less than the following on an annualized basis:

Rank	FY18	FY19	FY20
Assistant Professor	**$59,867**	**$61,064**	**$62,285**
Associate Professor	**$71,271**	**$72,697**	**$74,151**
Professor	**$88,377**	**$90,145**	**$91,948**

After all salary increases provided for under this Article are made, no field Extension faculty member with a twelve-month appointment at an FTE of .80 at the rank of (see below) shall be paid less than the following on an annualized basis:

Rank	FY18	FY19	FY20
Extension Instructor	**$44,902**	**$45,800**	**$46,716**
Extension Assistant Professor	**$52,028**	**$53,068**	**$54,130**
Extension Associate Professor	**$60,581**	**$61,793**	**$63,028**
Extension Professor	**$74,123**	**$75,606**	**$77,118**

After all salary increases provided for under this Article are made, no Library faculty member with a twelve-month appointment at 1.0 FTE at the rank of (see below) shall be paid less than the following on an annualized basis:

Rank	FY18	FY19	FY20
Library Instructor	**$52,027**	**$53,067**	**$54,129**
Library Assistant Professor	**$57,018**	**$58,158**	**$59,321**
Library Associate Professor	**$68,420**	**$69,789**	**$71,184**
Library Professor	**$87.665**	**$89,418**	**$91,206**

After all salary increases provided for under this Article are made, no Lecturer at 1.0 FTE at the rank of (see below) shall be paid less than the following on an annualized basis:

(continued on Page 4)

COLLECTIVE BARGAINING AGREEMENT 2017 – 20
SUMMARY OF CHANGES

Article 18: Salary (cont.)

Rank	FY18	FY19	FY20
Lecturer	$43,476	$44,345	$45,232
Senior Lecturer	$50,602	$51,614	$52,646

Article 20: Benefits

- Dependent children will be eligible for dental and life insurance up to age 26 (vs. 24).
- Deductibles for durable medical equipment are limited to $6600 ($13,200 per family) after which the plan will pay 100% of covered expenses (previously $15,000 per individual).
- Paperwork for summer defined-contribution retirement programs will no longer be necessary. (Contributions will automatically continue through the summer.)

Article 21: Professional Development Funds

- FY18 increase from $1500 to $1575.
- FY19 increase from $1575 to $1675.
- FY20 increase from $1675 to $1775.

Appendix F –Dental Insurance Plan Options

Delta Dental's high option dental plan was changed following contract negotiations with United Academics. Effective 8/1/18, your calendar year maximum increased to $2,000 from $1500 and your lifetime orthodontics maximum increased to $1500 from $1000. These changes meant there has been a slight increase in your dental premium costs, which are automatically deducted from your paycheck. The new monthly rates for each coverage tier are included below:

Single	$11.00
Ee + Spouse	$22.00
Ee + Child(ren)	$22.50
Family	$33.00

Should you wish to change your benefit coverage for calendar year 2019, open enrollment will begin at the end of October.