

**United Academics Part-Time Faculty Negotiations:  
Bargaining Report, 2-11-22 Session**

On Friday, February 11, 2022 from 11:30am-1:30pm, our part-time faculty union negotiating team had the second virtual meeting with administrative representatives of UVM to discuss ground rules for bargaining. This second 2022 session continued discussion of ground rule proposals in which United Academics responded to proposed changes from the Administration. No final ground rules have yet been agreed upon between the two parties.

Our UA team consists of Katherine Elmer, Chief Spokesperson (Environmental Studies); Kirsten Isgro (Biomedical and Health Sciences); Brian Tokar (Environmental Studies); Audrey Richardson (Education); Clyde Stats (Music); Katlyn Morris (UA Director).

The Administration's team on 2/11 included Megan Boucher (Labor and Employee Relations); Noel McCann (Labor and Employee Relations); Paula Deming (Associate Dean for Faculty Affairs and Research); Pamela Blum (Assistant Dean for Finance and Administration); Kerin Stackpole (Chief Spokesperson; outside counsel from Paul, Frank, and Collins). Kerin Stackpole is also representing UVM in negotiations with the UVM Staff United union whose negotiations for their first-ever contract are underway.

The two most substantive discussions on our negotiations ground rules involved: 1) language to clarify who could observe and attend all future bargaining meetings and 2) privacy vs. confidentiality in terms of what information could be shared with constituents, and what constitutes each side's 'respective constituency'. Until late in this second bargaining session, the Administration continued to propose language that deviates significantly from past practice by proposing that only part-time faculty members are allowed to attend bargaining sessions as observers (full time faculty have always been important supporters and observers of PT faculty negotiations), and that no information could be shared with our full constituency as in the past. We have insisted that it is necessary to communicate fully with the UA leadership, full time faculty, our legal counsel, and our affiliate organizations AFT and AAUP. We again expressed strong objections to the administration's attempts to narrow who can observe and with whom we can communicate about negotiations. The administration's team was then willing to compromise on several of these areas, specifically by allowing us to include all UVM represented faculty, our legal counsel, and leadership of AFT. However, they were insistent that the ground rules include a provision that communication would be limited until the parties *mutually* agree that we are at an impasse. This would be problematic, because the administration could hold up progress by denying that we are at impasse when we are in fact unable to come to agreement. We did not reach agreement on ground rules in this second session and will need to revisit these at the next session. Regardless, our team plans to move forward with negotiations by bringing initial proposals on several non-economic articles at the next meeting.

**OUR NEXT TWO BARGAINING SESSIONS will be Thursday, March 3, 2022 from 2-4pm, and March 17 from 2-4pm on Zoom. All United Academics members are invited to attend as observers. Please plan to join by registering:**

<https://us02web.zoom.us/meeting/register/tZMtde-pqj8jG9aHf9ILlzvRHY7yh0f5uSHC>

We need your support and solidarity!

- Your UA Part-Time Bargaining Team