

**United Academics Part-Time Faculty Negotiations:
Report for Bargaining Session #3, March 2, 2022**

On Thursday, March 3, 2022 from 2-3:15pm, our part-time faculty union negotiating team had the third virtual meeting with administrative representatives of UVM to discuss ground rules for bargaining and begin introducing proposals. This session continued discussion of ground rules, and the administration came to the session willing to accept the most recent ground rules UA had proposed. In between the February 11 session and the 3/2 meeting, proposals were exchanged via email between the two parties. United Academics stood firm that either party should be able to declare an impasse (without necessarily agreeing) and insisted on the right to allow all UA members, part-time and full-time, to attend sessions as observers. In prior sessions, the two most substantive discussions on our negotiations ground rules involved: 1) language to clarify who could observe and attend 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.' We were finally able to reach agreement that all UA members can attend sessions as observers, and that we can discuss negotiations with all UA members and representatives of our affiliate organizations (AFT, AAUP). We also agreed in the ground rules that each side's initial proposals for non-economic changes to the contract must be submitted in writing by the fifth bargaining session, and initial proposals for changes to economic Articles 18, 19 and 20 will be submitted in writing by the sixth bargaining session.

United Academics presented our initial proposal to Article 9 (Right to Information), focusing specifically on 9.5 requiring that within 10 calendar days after hiring a new employee in the bargaining unit, the administration will provide the union with information pursuant to the State Employees and Labor Relations Act (SELRA 3.V.S.A. 909). We also proposed that the bargaining unit list of faculty represented by the union should be sent to UA no later than October 15 and February 15 of each fall/spring semester respectively. The UVM Administration also presented an initial proposal to 9.5 which was similar to what UA proposed, including language about complying with the SELRA statute and providing the bargaining unit lists by a certain date. The Administration will work to meld the two proposals for review at the next session.

The UVM Administration also presented initial proposals to Article 14 (Appointments and Assignments) and Article 15 (Evaluations and Promotions). The Administration would like to shorten the part-time faculty course cancellation policy timeline in Article 14.3 from 3 weeks to 2 weeks and to eliminate the two-month cancellation fee window for long-serving PT faculty on annual appointments.

In Article 15.1, Administration proposed a change in the deadline so that there is more adequate time to work with faculty members seeking a successful promotion. United Academics will consider these proposals as we draft our proposed changes to these specific articles for the fourth session.

OUR NEXT BARGAINING SESSIONS will be Thursday, March 17, 2022 from 2-4pm, and April 14 from 2-4pm on Zoom. Thursday, March 24 is tentatively reserved for a 2-4pm session.

All United Academics members are invited to attend as observers.

Please plan to join this Thursday's session by registering:

<https://us02web.zoom.us/meeting/register/tZErc-irrzMsG9FtE5c6yNyj2Vwl29JA5Y21>

We need your support and solidarity!

- Your UA Part-Time Bargaining Team