

Dear UA members,

Please join us for tomorrow's part-time faculty bargaining session from 9am-12pm on Zoom. [Register here.](#)

United Academics Part-Time Faculty Negotiations Bargaining Report, 4-28-2022 Session

On Thursday, April 28, 2022 from 2-4pm, our part-time faculty union negotiating team had the seventh bargaining session with UVM administrative representatives. We began our meeting with a reminder that both parties should notify each other about upcoming proposals and to show up for these meetings prepared so that we can move forward on solidifying a new contract in a timely manner. There was also a procedural discussion in terms of tracking counter-proposals in the documents (highlight what is new/changed) so it is easier to see what changes are being proposed and discussed. Throughout the meeting, there was much discussion about the lack of streamlined and accurate data collection on bargaining unit members, which is necessary for contract enforcement.

The UVM Administration presented their counterproposals to Articles 1,5,14,15. In Article 1 (Recognition), the Administration is not interested in expanding the bargaining unit to include those instructors who teach 1 or 2 credit classes as they believe a "3 credit course" is the standard course size for eligibility to join the unit. The administration is considering our proposal for co-teaching classes to count for re-entry into the unit. The Administration did not move on our proposals for Article 5, Anti-Discrimination, to be more specific and proactive in addressing diversity and inclusion. The Administration did not agree to include any of our proposed items in Article 5.4 based on the argument that various committees across campus are working on issues of DEI, and that these efforts may evolve over the term of the CBA. There was a point of clarification about the required (online) diversity trainings that we asserted should be considered as paid work for part-time faculty (per diem payment, under terms of the current CBA); the Administration's team will go back to management for clarification on this point. The UA team raised the concern that if everything that we proposed related to diversity and equity is being rejected by the Administration, then the name change to this Article 5 to include Diversity and Inclusion does not make sense. The Admin team said they will reconsider ways to incorporate those elements in the article, similar to the Full Time CBA.

For consistency, language in Article 15 (Evaluations and Promotion) changed to Fall/Spring *semesters* and Winter/Summer *sessions*. Article 15.Diii clarifies that any lecturer wanting review for promotion must notify the chairperson of their department within the first fourteen (14) days of classes of the Fall or Spring semester in which they want to be reviewed for promotion. The Administration was in agreement with our proposal that "promotion award payments will be processed within two (2) payrolls of the effective date of the promotion", in order to allow for central oversight and reminders to payroll. Discussion about the lack of coordinated data gathering and decentralized software platforms make it difficult for UA and the Administration to track credit hours and promotions. This lack of adequate data provided by the University has been an ongoing issue for several contract cycles, and our team is pressing on it during negotiations and in our Contract Administration Committee work. Labor relations has agreed to meet with UA about the issue of tracking part-time faculty teaching credits.

The UA bargaining team presented counter proposals and clarification to Article 14 (Appointments and Assignments); we are in agreement with the Administration to change the proposed 14 day time frame (upon receipt) for faculty to sign and return their (re)appointment letter. We are also in agreement with the Administration in 14.3F that the term “seniority” is based upon the total number of credits taught by the faculty member at the University (as per 14.3C). We are working through 14.3G (Assignment Notification, Acceptance and Cancellation) on the timing of the course cancellation payment. UA has counter-proposed that if a course is canceled between 2-4 weeks prior to the start of a semester/session, the faculty member will be able to receive some compensation for canceled courses (or the faculty member could receive an alternate assignment, without a cancellation fee.) We feel strongly that the language in 14.3 needs to be clear that eligibility for annual appointments means that those faculty members will receive annual appointments – at present, the Administration interprets such procedures as optional. We reiterated that “Appointment letters for faculty members eligible for annual appointments shall include the minimum number of credits anticipated for the academic year and a complete list of course assignments, if available.” There was also discussion about filing a grievance if a lecturer does not receive an assignment. The Administration requested data on whether the suggested artificial disincentive from departments (such as through IBB policies) was formal or anecdotal; UA requested assistance from the Administration to collect data on historical IBB impacts to PT faculty.

UA revisited Article 9 (Right to Information). There were no changes to this article other than 9.5. We request that the University shall provide to UA a list of all represented faculty members with current addresses, home phone numbers and all other information required under the State Employees Labor Relations Act, no later than October 15 and February 21.

Article 19 (Professional Development Funds) was revisited with the proposal from UA that an individual bargaining unit member who meets the criteria will be eligible for up to \$1875 in professional development funds in FY23, up to \$1925 in FY24, and up to \$1975 in FY25, provided the \$20,000 limit has not been reached. (The Administration had proposed that the per-person cap would be \$1875.) Our proposal also aims to minimize the barriers for our UA members to obtain professional development funds, including a lack of clear process for requests. A centralized form is needed and desired by both the Administration and UA to streamline and standardize the process for PDF requests.

NEXT PT BARGAINING SESSIONS: Tuesday, May 24, 2022 9am-12:00pm and Tuesday, May 31 at 12:30-2:30pm on Zoom.

Register for the May 24th session at:

<https://us02web.zoom.us/join/register/tZEpfumtrzwsHNdLaxhxfLqekpiUtLayHNs>

All United Academics members are invited to attend as observers. Please plan to join; we need the support and solidarity!

- Your UA Part-Time Faculty Bargaining Team (Katherine Elmer, Brian Tokar, Kirsten Isgro, Audrey Richardson, Clyde Stats, Katlyn Morris)

