

United Academics Part-Time Faculty Negotiations:

Report for Bargaining Sessions #13 and #14, August 18-19, 2022

Our part-time faculty union negotiating team had two consecutive bargaining sessions with UVM administration representatives in August. Now into our 8th month of negotiations with the UVM Administration, we have started to work with a mediator from the Federal Mediation and Conciliation Service to address some of the key issues in crafting the new UA contract. The last collective bargaining agreement expired June 30, 2021 and was extended by mutual agreement; we were hoping to have the new contract signed by the start of fall semester 2022.

As your representatives at the bargaining table, we continue to push for liveable wages and reasonable benefits for all part-time UVM faculty. Part-time faculty at UVM currently have no parental leave, no UVM contributions to retirement funds, and no tuition benefits for dependents. Our priorities also continue to include clarifying the process for appointments, assignments, course cancellations and work loads for part-time faculty. Key points of negotiation include:

- Salary for AY 2022-2024 that addresses current inflation and high cost of living.
- Reasonable benefits for part-time faculty members, including an employer retirement match, 4 weeks of paid parental leave at the part-time faculty member's course payment rate for that semester, and for earned tuition credits to be applicable for dependents
- Who is eligible to enter and re-enter the Union based on the number of credits taught at UVM.
- Clarifying the process for appointments, assignments, course cancellations and work load for part-time faculty, in particular clarifying the intent of greater job security for PT faculty with annual appointments.
- Post-employment privileges for long-serving part-time faculty members (net ID, email and remote library access).

Please plan to join us at our upcoming bargaining session Friday, September 2, 12-2pm. Here is a zoom link to pre-register:

https://us02web.zoom.us/meeting/register/tZwrceyrpzMiG9ATMVMn7zuYxQuj_TzDV174

All United Academics members are invited to attend as observers. We STRONGLY encourage you to attend the September 2 meeting to help us determine what our next steps are in negotiating our UVM contract. We appreciate the support and solidarity!

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