

**United Academics Part-Time Faculty Negotiations:
Report for Bargaining Sessions #11 and #12, July 5-6, 2022**

Our part-time faculty union negotiating team had two consecutive bargaining sessions with UVM administration representatives in July. The main point of discussions continue to focus on clarifying the process for appointments, assignments, course cancellations and work loads for part-time faculty. We are now into our seventh month of negotiating a new contract with the UVM Administration, and are still quite far apart on core issues of salary and benefits.

Key points of negotiation include:

- Salary and benefits for AY 2022-2024 that address inflation and cost of living.
- 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 (net ID, email and remote library access).

Status Report on Articles:

- Article 1 (Recognition): Waiting on Administration to clarify the exclusion from our bargaining unit of people with dual appointments with the Larner College of Medicine vs. other colleges.
- Article 5 (Anti-Discrimination): Tentative Agreement
- Article 9 (Right of Information): Waiting on Administration to clarify how to resolve inaccurate and sometimes conflicting data about appointments and credit hours. Administration has recommended a side letter re: record keeping of appointments. There is currently a data work group charged with this task, including UA Director, UA President, and staff members from UVM Human Resources. UA has made clear that accurate data on staffing, appointments and credits taught is NOT a side issue but central to the spirit of this Article.
- Article 14 (Appointments and Assignments): Redundancies eliminated (14.3C), Administration responded via email on this article but there are still several large outstanding issues. UA continues to assert that the CBA should assure a certain level of job security in annual appointments.
- Article 15 (Evaluations and Promotions): UA made a proposal on 5/24, and UVM Administration owes a response. Outstanding issues around the Administration providing reliable data on the number of credits faculty members have taught is stalling a tentative agreement. The University asserts that they do not centrally track promotion eligibility.
- Article 16 (Workload): We are close to a tentative agreement. Administration has packaged this Article with Article 18, which complicates the discussion. UA has sent a counter proposal which reflects most of what has been mutually agreed, in an attempt to reach agreement on this article.
- Article 18 (Compensation): Proposals moving back and forth. UA has proposed 13%, 7% and 5% pay increases over the next three academic years,

packaged with various improvements in benefits. The Administration's most recent proposal was 3%, 2.5%, 2%. We are seeking to protect our members from the worst effects of soaring inflation.

- Article 19 (Professional Development Funds): Our UA team is working to ensure a clearer application process, and to negotiate that unused funds will roll over into the next academic year.
- Article 20 (Benefits): The Administration has indicated that they are not interested in providing any expanded benefits. The Administration has agreed to the changes of how the tuition remission eligible credits are calculated, but not expanding the eligibility to members of our immediate families. They have indicated rejection of our proposal for modest paid parental leave for active PT faculty members. The University agreed to modify the language for parking to reflect eligibility of bargaining unit members rather than just lecturers. The timing and details of post-employment privileges are being negotiated based on having taught at least a certain number of credits over 10 out of the past 15 years.
- Appendix A (Medical Insurance Salary Band Table): No response from Administration since the UA 5/24 proposal other than acknowledging the creativity in the proposal. UA has argued that as salaries rise, individuals end up paying a larger percentage of their health care premiums whenever their annual increase bumps them into the next category.

The parties reached a tentative agreement on Article 5 (Anti-Discrimination, Diversity and Inclusion). Article 1 (Recognition) was discussed, with the Administration continuing to try to expand and keep "flexible" who is explicitly excluded from the bargaining unit based on dual appointments. Out of concern for those who may teach in the College of Nursing and Health Sciences (CNHS) or the College of Agriculture and Life Sciences (CALs), UA would be amenable to distinguishing which appointments are "dual affiliated" with the UVM Medical Center (over 700+ physicians/clinicians) versus those who have dual appointments with UVM in general. We have asserted that those who teach in CNHS and CALs should be included in our bargaining unit, if they meet the other criteria for eligibility. The second discussion around Article 1 that has yet to be resolved is lecturer re-entry for clinical, extension, research and library faculty who currently lose their union representation after their appointment ends. There is still no resolution to this issue. Because of the lack of any unified data gathering and reporting on credits taught and dates of hire, Article 9 (Right to Information) is at the crux of much of our bargaining. Without adequate information as to who is eligible to be part of our bargaining unit and how many credits unit members have taught (the basis of many contract provisions), we cannot operate at our full capacity.

We have requested that all unencumbered professional development funds (Article 19) be rolled over into the next academic year as they do for the UVM staff unit. There have been barriers to PT faculty accessing these funds due to the lack of a clear and uniform process across campus. Until this is remedied the Administration must create systems so these funds are readily available to PT faculty.

UA presented a package of Articles 18 and 20 (Compensation and Benefits). Key points UA presented pertain to retirement savings contributions, tuition remission, parental leave and absences/illness. The UVM Administration made no counter-offer for Article 20 (Benefits), insisting on the status quo.

UA has provided counter proposals to Articles 1, 15 and 16 in between sessions so we can most effectively use the August 18 and 19 meetings to try to get closer to agreement on compensation. We are far apart on economics and have asked the Administration to send us their counter proposals by Tuesday 8/2.

Please plan to join us at our upcoming bargaining session next Thursday, August 18, 12-3pm, and 1-5 pm on Friday, August 19.

All United Academics members are invited to attend as observers. We encourage you to review these reports and tell us what is a priority for you as a part-time lecturer (email Katlyn Morris at katlyn.morris@aftvermont.org). Please plan to join us in August; 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*)