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United Academics Part-Time Faculty Negotiations: Bargaining Report 2-2-22

On Thursday, January 22, 2022 from 3-5pm, our part-time faculty union negotiating team had the first virtual meeting with administrative representatives of UVM to discuss ground rules for bargaining. As per the [memorandum of agreement](#) signed in spring 2021, the University and Union agreed to exchange ground rules and schedule the first bargaining session for a successor agreement no later than February 1, 2022. The current contract shall continue to be in effect until a successor agreement is ratified. This first 2022 session was an exchange of ground rule proposals in which United Academics presented changes based on the Administration's responses to the initial document we provided on January 14, 2022.

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 includes Megan Boucher (Labor and Employee Relations); Noel McCann (Labor and Employee Relations); Paula Demming (Associate Dean for Faculty Affairs and Research); Pamela Blum (Assistant Dean for Finance and Administration); Jane Kolodinsky (CALs Dean's Office); Kerin Stackpole (Chief Spokesperson; outside counsel from Paul, Frank, and Collins). The attorney the administration has hired for negotiations is new to UVM-UA bargaining; until now, UVM has always hired the same lawyers from a firm in Boston. Kerin Stackpole is also representing UVM in negotiations with the UVM Staff United union whose negotiations for their first-ever contract are underway.

The session began with an introduction of the team members and a preamble by PTUA members who provided an overview of the current state of part-time faculty at UVM, bargaining goals including impacts of incentive based budgeting (IBB) and Zoom logistics.

We then began to negotiate ground rules for negotiations. The two most substantive discussions 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.

The administration presented language that deviated significantly from past practice by proposing that only part-time faculty members could attend bargaining sessions as observers (full time faculty have always been important supporters of PT faculty negotiations), and that no information could be shared with our 'respective constituency' as in the past. Rather, the administration has proposed that the UA bargaining team should only be able to discuss negotiations with part-time faculty in the unit but not with UA leadership, full time faculty, AFT, or AAUP. We vigorously objected to these new proposals. We did not come to agreement on ground rules and will need to continue to bargain these at the next session.

NEXT PT BARGAINING SESSION: Friday February 11, 2022 11:30am - 1:30pm on Zoom. All United Academics members are invited to attend as observers. Please plan to join; we appreciate the support and solidarity!

Going forward, most bargaining sessions will be on THURSDAYS 2-4pm.

-Your UA Part-Time Bargaining Team

United Academics is the union of full- and part-time faculty at University of Vermont, representing over 700 faculty from departments and colleges across the campus. We represent faculty in negotiating and upholding contracts, and we advocate for fair labor practices within and beyond our academic community. We are a member-led union committed to academic freedom, shared governance, social and environmental justice.

Get to know us at www.unitedacademics.org, and [United Academics on Facebook](#)