

UNITED ACADEMICS and UVM TENTATIVE AGREEMENT

Recommended/approved by UA Delegates Assembly and Executive Council

April 2021

CONTRACT LENGTH: 4 years, Agreement will expire on June 30, 2024.

ARTICLE 18 SALARY

1. Base Salary for FY 21

No base increases or decreases in salary for FY 21

2. Base Salary for FY 22

For FY 22, effective 7-1-21, **1%** base salary increase distributed across the board.

3. Base Salary for FY 23

For FY 23, effective 7-1-22, **2%** base salary increases distributed across the board.

4. Base Salary for FY 24

For FY 24, effective 7-1-23, **2.5%** base salary increases, with 2% distributed across the board and 0.5% distributed for performance in accordance with contract language on procedure.

Other Article 18 notes

- Research faculty salary language remains the same (Research faculty eligible for performance-based increases of up to 9% contingent on funding and on review by the Dean)
- Minimum salaries by rank will increase by 1% in FY 22; 2% in FY 23 and 2% in FY 24.
- Promotion increases will be maintained for the life of the contract at FY 20 levels.
- Both sides withdraw any other proposals on Article 18, Salary.

ARTICLE 19 COMPENSATION IN EXCESS OF BASE SALARY

Effective **7-1-21**, increase per diem from \$250 to **\$275**.

Effective **7-1-21**, increase half day from \$150 to **\$175**

Effective summer 2022, compensation for summer courses will be either \$2100 per credit or 2.75% of average full time faculty base salary per credit hour (e.g. If the average UA base salary is \$90,000, then the cap for a 3-credit summer course would be \$7,425.)

ARTICLE 20 BENEFITS

Both sides withdraw all proposals for change to this Article with the following exceptions:

1. **Tuition Remission.** The only changes to this language would be to reduce the time for tuition remission benefits from the current seven years to five (5) years (no more than ten semesters) and to reduce the maximum credits from 150 to 140, effective July 1, 2021.

As an exception to this change, UVM students who are currently enrolled and who have completed at least one semester of study at UVM as of July 1, 2021, and who otherwise qualify for and remain qualified for tuition remission, may use up to two extra semesters (consecutive) of tuition remission benefits past year 5 and 150 credits.

A side letter on this provision recognizes that dependents with documented disabilities whose UVM accommodations provide for a reduced course load would be eligible to extend the time of tuition remission to 7 years.

ARTICLE 21 PROFESSIONAL DEVELOPMENT FUNDS

The amount of money allocated for this fund shall be equal to the following amounts per general fund FTE bargaining unit member and Extension FTE:

FY 21	\$1775
FY 22	\$1825
FY 23	\$1850
FY 24	\$1875

ARTICLE 22 SABBATICALS and PROFESSIONAL DEVELOPMENT LEAVES

Status quo

ARTICLE 23 INTELLECTUAL PROPERTY POLICY

Status quo

ARTICLE 24 CONFLICT OF INTEREST AND COMMITMENT

Status quo

All previously-signed tentative agreements will be part of the new agreement, including:

- **Article 5 Anti-Discrimination, Diversity and Inclusion** - Incorporate a commitment to diversity and inclusion in faculty work and in hiring and retaining faculty of color; establish a joint UA-Administration Working Group to study and report on recruitment and retention of faculty of color at UVM (to convene in Fall 2021)

Article 9 Right to Information – Share new hire information with UA

Article 14 Appointments and Evaluation of Faculty – Add clarifying language on RPT guidelines and timing, incorporate commitment to diversity and inclusion in evaluation criteria

Article 16 Faculty Workload and Responsibilities - Include clear and consistent posting of department course equivalency guidelines, clarity of items in Research faculty, Extension faculty, Library faculty workload description

Parties have also agreed to use gender neutral language throughout the Agreement