

## Celebrating 20 years as the Faculty Union at UVM

More than anything, having a faculty union makes me feel safe. Safe that my rights as a worker will be protected, that I will always have somewhere to go if I need help, and that my voice will always be heard.

Jamie Abaied

Psychological Science UA Delegates Assembly



As the daughter of farm worker labor activists, UA has given a venue to **channel my parents' work and commitment to social justice.** 

Yolanda Flores

Romance Languages and Literatures UA Executive Council

Without our union, I most likely would have moved on to some other institution, choosing a place and a department that were outside of my beloved Vermont, or following a series of precarious contingent teaching jobs wherever I could get them. Our union has allowed UVM to offer me stability, security, and a life that I love in a place I love.

Erica Hurwitz Andrus

Religion
UA Delegates Assembly Chair



I have worked both Union and non-Union jobs as both an educator and as a theatre professional. Given the choice, I'll take the Union every time. Belonging to a Union gives me a seat at the table and the right to have my voice heard about my salary, benefits and working conditions.

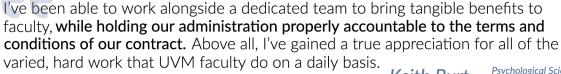
John Forbes

Theater UA Past President

While presidents and provosts come and go, it is our dedicated faculty and staff who stay and provide the continuity that moves UVM forward.

Susan Comerford

Social Work UA Vice President



Keith Burt

Psychological Science UA Grievance Officer



UA is where I go to feel camaraderie and support. We have a common purpose that goes beyond fields of expertise: a university that truly prizes teaching, scholarship, justice. Solidarity is a word that can be overused in the labor movement, but solidarity is exactly what I feel when I think about my United Academic colleagues.

Julie Roberts

Linguistics UA President





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UA has been central to my process of understanding and benefiting from my contract as a part-time faculty member. In my nearly five years as a very active member of UA, I have received over \$3,000 in professional development funds to support my teaching, and I was promoted to Lecturer II - both of which would not have happened without UA's support.

Katherine Elmer

Part-time Faculty
UA Executive Council

There was a time when the administration determined almost everything. No longer! With our union, we have built a faculty community and become an important voice and force in decisions that affect our professional life.

**David Shiman** 

Education (Emeritus) Former UA President

United Academics places UVM's faculty squarely where they belong: in solidarity with the broader labor movement for workers' rights and dignity.

It has been an honor to stand shoulder to shoulder with my labor colleagues across Burlington and beyond. I started at UVM a decade before UA, and I'm thrilled to be a part of it now.

\*\*Larry Rudiger\*\*

\*Psychology UA Member\*\*



I am proud to be a member of United Academics from the very beginning. My daughter was born in February and I cobbled together coverage for my classes, but was back teaching after five weeks. That doesn't have to happen now, because of benefits gained through collective bargaining.

Karla Karstens

Math & Statistics UA Delegates Assembly



Because of how a grievance I filed was handled (before I became a dues-paying member), joining the union was the right thing to do. Now I have seen firsthand how hard our union works for us and how much we have to lose without a strong union.

Julie Smith

Agricultural & Life Sciences

Faculty voted to unionize when a UVM president asserted that healthcare benefits were "a thing of the past" and that we must "learn to live with anxiety." United Academics has defended and expanded critical benefits for all faculty, and campus workers beyond, and has been our bulwark against the anxieties of living under poor administrative decisions.

Nancy Welch

English UA Membership Chair