



UVM-United Academics contract bargaining summary October 2020

Retirement contribution:

UVM Administration proposed to:

- Eliminate all employer contributions for 2 years (for a typical early-career assistant professor, this represents a loss of over \$100,000 of retirement savings through compounding.)
- Eliminate retirement contributions for summer teaching and research

Salary

UVM Administration proposed to:

- Cut faculty salaries by 5% for FY21, cut salaries another 5% in FY22, and freeze salaries in FY23
- OR
- Cut faculty salaries according to tuition revenue declines: FY21 salary give-back is 30% of the difference in net tuition revenue between FY21 and FY20; the FY22 salary give-back is 30% of the difference in net tuition revenue comparing FY22 to FY20; the FY23 salary give-back is 30% of the difference in net tuition revenue comparing FY23 to FY20
- OR
- Cut base salary by 2.5%, 3.5%, or 5% (progressive structure) in year 1, for FY22 cut salary pool by 30% of the difference in net tuition revenue loss; freeze salaries for FY23
- OR
- Cut base salary by 2.5%, 3.5%, or 5% (progressive structure) in year 1, salary freeze for FY22; return to 2020 salary in FY23. Reduce minimum salary level by 5%. Package proposal with elimination of half of retirement contributions for 3 years.

United Academics proposed to:

- Increase faculty salaries by 2.5% in year 1, 5% in FY22, and 5% in FY23
- OR
- Pause negotiations during the pandemic, extend the current contract by one year, and negotiate salaries with cost of living increases
- OR
- Negotiate one-time progressively-structured salary reductions related to pandemic losses and tied to the restoration of all Lecturers whose FTEs and pay had been involuntarily reduced
- OR
- Freeze faculty salaries in FY 21, increase by 2% in FY22, and 4% in FY23 as a package with status quo benefits

Sabbaticals:

UVM Administration proposed to:

- Reduce pay for full year sabbaticals to 50% of salary.
- Eliminate sabbaticals for Clinical, Extension and Research faculty.
- Eliminate all Professional Development Leaves.
- Remove language ensuring compensation if University requires sabbatical deferral and then does not renew faculty contract.

Appointments and Evaluation

United Academics proposed to:

- Increase contract length and job security for Lecturers
- Introduce new 'Instructional Professor' title and rank for NTT teaching faculty

UVM Administration proposed to:

- Institute post-tenure review for substandard performance, potentially leading to the termination of tenured faculty following an 'improvement period' of less than one year and a panel process
- Strike the language that Senior Lecturer second reappointment length will be 4 or 5 years, to include 3-year appointment lengths

Faculty workload

United Academics proposed to:

- Include clear and consistent posting of department course equivalency guidelines, clarity of items in Research faculty, Extension faculty, Library faculty workload description (Accepted)
- Expand NTT faculty periodic course release

Diversity and Inclusion

United Academics proposed to:

- Establish a funded committee on diversity and inclusion with administration and union members
- Incorporate a commitment to diversity and inclusion in faculty work (Accepted), and an institutional commitment to hiring and retaining faculty of color
- Incorporate gender neutral pronouns throughout CBA (Accepted)

Paid parental leave

United Academics proposed to:

- Expand parental leave to include both parents
- Expand parental leave to include fostering

UVM Administration proposed to:

- Eliminate semester of paid parental leave (proposal subsequently withdrawn)