



## What does United Academics do for faculty at the University of Vermont?

### How does United Academics help faculty?

***Salaries and benefits are better because we are unionized:*** Before there was a union, in the 1990s, the University of Vermont faculty salaries fell to the bottom quintile of public research universities. Once we were unionized, salaries rose to be closer to the average of public research universities. *Each round of contract negotiations, the UVM administration proposes sub-inflation salary increases, while the union has fought for and gained faculty raises that keep UVM salaries more competitive and fair.*

***Health, tuition remission, and other benefits are maintained and new benefits such as parental leave have been gained*** because we fight for them with each collective bargaining contract. *Each round of contract negotiations, the UVM administration proposes such cuts as reduced sabbatical support, reduced tuition remission benefits, or greater healthcare premium shares for faculty; the union's fight to maintain and expand benefits has benefitted the campus as a whole, including nonunionized staff.*

***Lecturers have more job security*** through multi-year contracts plus opportunities for promotion and sabbaticals that were won because faculty unionized.

***Research faculty have more job security as well*** through the potential to receive bridge-funding between gaps in grant supports.

**Faculty have greater control over their terms of work and ownership of their teaching, research, and creative output** thanks to specific contract language that keeps Reappointment, Tenure, and Promotion guidelines in the hands of department and program faculty, governs Intellectual Property Rights, and more.

### How does United Academics work?

There are three basic ways in which United Academics supports the interests of faculty and teaching and research at UVM.

- UA negotiates a Collective Bargaining Agreement with UVM's administration every three years. It contains 140+ pages of rules, governing everything from salaries to reappointment procedures to academic freedom. Like all contracts, it reflects discussions and compromises between both sides. UA encompasses two bargaining units: full time (~700 faculty, excluding medical faculty) and part time (~100 faculty).

- The Contract Administration Committee (CAC) deals with grievance procedures and with making sure the contract is enforced. This is an essential part of ensuring that UVM operates professionally and fairly. The CAC supports hundreds of faculty each year with contract issues.
- UA engages in a number of public-facing activities, including working with the Faculty Senate, the Vermont legislature, student groups, and more.

### **How does United Academics make decisions?**

- Faculty run United Academics via democratic processes. Officers such as the President, Vice President, and Treasurer are elected according to the union's bylaws, as are the members of the Delegates Assembly, which has representatives from departments and programs.
- Other bodies, such as the Civil Rights Committee consider responses and appropriate actions regarding issues that involve university policy, social justice, and more.

### **Why should I join United Academics?**

- **Membership gives us collective power:** Each new member strengthens United Academics' ability to represent faculty, secure better salaries and working conditions, and promote quality teaching and research at UVM. *It is because of the collective power of United Academics that faculty have retained control over their departments' and program's RPT guidelines, have new benefits brought by the union such as parental leave, and more.*
- **It's about having a voice:** When you join United Academics, you have a right to involvement in decision making, including voting on the contract and serving on decision-making bodies. As a United Academics member, you are assessed membership dues of 1 percent of your salary. (If you are not a member, you are still represented by UA in the contract, grievances, and related matters.) *The more than 80 percent of eligible UVM faculty who have joined United Academics also know that their investment is more than returned in the fairer compensation, improved working conditions, and safeguarding of academic freedom and intellectual property that unionization has brought.*
- **Join a community of faculty who are committed to academic freedom, high quality research and education, shared governance, and social and environmental justice.** Now more than ever, faculty need to come together to support one another and advance a faculty-led vision for UVM that keeps the university's focus on--and resources in--the academic teaching, research, and service mission.

**To learn more about United Academics, visit: [www.unitedacademics.org](http://www.unitedacademics.org).**