



protecting academic quality

Message to Members: 5/20/12

Subject: [UA] PT Bargaining Update

Representatives of the UVM Administration and United Academics met for bargaining sessions on May 8th and May 15th. Below are summaries of the proposals introduced and discussion. Your Part-Time Faculty Negotiating Team consists of Heather Riemer (AFT staff), Dan Wells (ENVS), Brian Tokar (ENVS), Sean Witters (English), Mark Greenberg (English and Music), and David Shiman (Education and UA President).

Report from bargaining session for UA part-time faculty contract, May 8, 2012:

The Administration submitted two new proposals addressing appointments, assignments, and evaluations. Their proposed Appointments article added language from the current full-time faculty contract giving full-time lecturers who have been laid off and who have recall rights preference for teaching assignments for a period of 3 years. The proposals also clarified rules for UVM-supported bridge funding for research faculty who find themselves between research grants. They did not echo any of our proposals for longer-term contracts for experienced lecturers, nor for protection for faculty-developed courses.

The Administration's proposed Evaluations article attempted to clarify the responsibility of academic departments to evaluate part-time faculty who teach exclusively for Continuing Education. This led to an extended discussion of evaluation practices for part-time faculty, and the extent to which current evaluation procedures supposedly now in place are not always followed.

Our bargaining team presented clarifying language regarding negotiated pay rates above the contractual minimums. We also attempted to further clarify the Administration's proposed language regarding the process by which lecturers can obtain library privileges and non-temporary CAT Cards once they qualify for the bargaining unit.

Report from bargaining session for UA part-time faculty contract, May 15, 2012:

The Administration presented its initial proposals around benefits and compensation. The most substantive changes from the present contract were that only 3-credit courses would count toward establishing the threshold for eligibility for tuition remission, and people seeking a UVM contribution

to their Health Savings Account would need to notify the administration at the end of the relevant academic year, instead of being able to wait until November, as is now the case. The Administration argued that the later notification is a reason that many people forget to apply.

Regarding compensation, the Administration offered no increase in the minimum per-credit rate for lecturers in the first year of a new contract, and 1% increases in the 2 subsequent years, with similar 0/1/1 percent raises for other part-time faculty. They also proposed a different way of compensating part-timers for supervising independent studies, which would be equivalent to 15% of the usual per-credit rate for courses. This tracks an agreed-upon change in the CE rate for full-timers supervising independent studies.

We submitted a proposal to further clarify the language around how to obtain a non-temporary CAT Card, including a provision that if a lecturer continues to require temporary cards due to administrative delays in updating their status in the payroll system, then these cards would be issued at no charge.

We also spent some time reviewing all the proposals that had been submitted thus far, clarifying points of difference, and beginning to map out priorities for moving forward

E-mailed to members: May 20, 2012

Posted on the website: May 22, 2012