

Overview of Brightspace payment Grievance Settlement, March 2024

Background: On May 9, 2023, United Academics (AAUP/AFT) (the “Union”) filed an Unfair Labor Practice Charge with the Vermont Labor Relations Board (“VLRB”), VLRB Docket #23-19, on behalf of full-time bargaining unit faculty members at the University of Vermont (the “University”), based on the University’s implementation of Brightspace as the new learning management system (the “Brightspace ULP”). The University filed a timely Answer with the Labor Board denying the ULP.

On June 29, 2023, the Union filed a Grievance with the VLRB, VLRB Docket #23-29, on behalf of full-time bargaining unit faculty members at the University, based on the University’s implementation of Brightspace as the new learning management system to be utilized by faculty (the “Brightspace Grievance”). The Union alleged a violation of Articles 16.4 and 19.6.c of the collective bargaining agreement between the parties. The University filed a timely Answer with the Labor Board denying any violations.

The University and the Union reached a settlement on the Brightspace ULP and Brightspace Grievance prior to the VLRB, which included the University paying the total gross amount of \$100,000 to be apportioned to a list of faculty members in the applicable amount as indicated by United Academics. This was determined through an opt-in process administered by United Academics.