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## UNITED ACADEMICS NEWS RELEASE

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### **Faculty Union files grievance against University of Vermont**

Burlington, VT - United Academics (AAUP/AFT), the faculty union representing both full- and part-time faculty at the University of Vermont, has filed a contract grievance against the University with the Vermont Labor Relations Board. The union is charging that the University has discriminated against five assistant clinical professors with respect to their salaries.

The grievance points out that approximately two years ago the University hired a male clinical assistant professor with similar education and credentials for a similar clinical position at a salary significantly higher than the salaries being paid to five female faculty with considerably greater experience.

Under the provisions of the collective bargaining agreement that sets forth terms and conditions of employment for the full-time faculty at the University, the matter was referred to the University's Affirmative Action and Equal Opportunity Office for investigation. According to David Shiman, president of United Academics, that investigation concluded that the salary differences could only be accounted for by gender and not market factors. In spite of this finding, Shiman said, the University was unwilling to make a settlement offer that would have closed the gender gap. Thus the union has brought the case to the Vermont Labor Relations Board for adjudication.

"It is unfortunate that the University has chosen to create a situation that has resulted in this disparate impact as regards these female faculty members," Shiman said. "While we are not claiming that the University has acted intentionally to do so, the law is clear that intention is not a factor to be considered when such discrimination takes place. We have chosen to proceed with this to protect the rights of the faculty we represent. We are optimistic that a settlement can be reached prior to going to trial."

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