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United Academics Media Release – New Collective Bargaining Agreement Ratified

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United Academics is proud to announce the ratification of a new contract for our Full-Time Bargaining Unit, which will be in force through June 30, 2017. The new contract brings substantial benefits to our faculty, as well as maintaining important gains from past contracts.

"We worked hard for nearly a year for a fair contract. Taking both economic and non-economic gains into account, faculty working conditions at UVM have been strengthened through this round of negotiations, which means that our students' learning conditions have also been improved. As a faculty we look forward to our continued contributions to excellence at UVM through teaching, scholarship/creative activity, and service."

- Denise Youngblood, President, United Academics

The important gains in the new contract ranged from headline numbers such as a total of 9% salary increases over the three years of the contract to changes that are perhaps harder to see, but no less important. One of the most important gains, brought to the table and prioritized by United Academics, is a group of provisions that impact Lecturers and other lower-paid faculty.

- Raises are distributed progressively, with higher percentage raises going to lower-paid faculty.
- Senior Lecturers are now eligible for severance pay, for the first time.
- Faculty on $\frac{3}{4}$ time appointments now receive benefits equivalent to full-time, rather than having to pay an additional share on their lower salaries.

"The Bargaining Team is particularly pleased that our raises will be distributed progressively, such that our lower paid members will see relatively higher salary increases. We are also happy to announce that a

number of our lecturers will receive a substantially improved benefits package."

–Beth Mintz, Chief Negotiator, United Academics Bargaining Team

With the Full-Time negotiations having reached this successful conclusion, United Academics looks ahead to our next contract, for our Part-Time faculty. The principles we fought for and won in the Full-Time contract, treating all faculty with respect and dignity, place us in an excellent starting position for these next negotiations.

"We're looking forward to the next round of negotiations for part-time faculty at UVM, knowing that the new full-time contract honors the principle of progressive allocation of salary increments in a way that benefits lower-paid faculty members."

– Brian Tokar, United Academics Executive Council member from the Part-Time Bargaining Unit

United Academics would like to thank Beth Mintz and our dedicated Bargaining Team for their superb service over these long negotiations. We would also like to thank our Campaign Committee for keeping these important issues in the public eye as we reached this successful contract, and all of our members and our supporters among students, staff and throughout the UVM and Burlington labor communities for their steadfast support.

United Academics – Because Faculty Working Conditions are Student Learning Conditions.