United Academics Bargaining Report
Session 1- February 4, 2020, 1pm
UHeights South, Room 133

United Academics (UA) Team: Jane Knodell (lead negotiator) Joel Goldberg, Deb Noel, Don Ross, Katlyn Morris, Erica Andrus (notetaker)

Administration Team: Nick DiGiovanni (Counsel, lead negotiator), David Jenemann, Linda Schadler, Stephanie Dion, Mary Brodsky (Labor Relations), Jim Vigoreaux, Abigail McGowan

The two teams agreed on Ground Rules for Bargaining, and on a series of dates for negotiation sessions, with the possibility of changing dates as needed.

The scheduled sessions are:

- **Tues, Feb 18**, 9-noon – 227 Jeffords Hall
- **Wed, Mar 4**, 9:30-11:30am – University Heights South (2nd floor) Rm. 33
- **Tues, Mar 31**, 1-4pm – Waterman 427A
- **Tues, Apr 14**, 12-3pm – Davis Center (Frank Livak Room 417)
- **Fri, May 1**, 10-2pm – Davis Center (Jost Foundation Room 422)
- **Mon, May 11**, 9-noon – Davis Center (Jost Foundation Room 422)

All initial proposals from both teams are to be on the table by the end of the fourth session, March 31st.

Opening Statements:
United Academics opening statement- Jane Knodell explained the groundwork done on our side to prepare for negotiations- strong support and engagement by faculty, including an over 50% participation rate in the faculty survey, and face-to-face meetings with faculty members across the University throughout the fall semester. Our bargaining priorities were shaped by the information gathered from this feedback and from work of the Contract Administration Committee (CAC) and issues faculty have raised with the current contract.

Opening statement from Nick DiGiovanni (for UVM Administration) addressed mutual disappointment that the last round of negotiations ended in fact finding, outlined the idea that the Collective Bargaining Agreement (CBA) is mature, which means a few proposals for modification, some which may not be well received. He anticipates continued civil and collegial interactions in spite of potential disagreement, as has been the case in the past.

Proposals:
The UVM Administration did not bring any proposals to the table.

**United Academics brought 6 proposals**, roughly falling into these categories: Proposals addressing equity and inclusion; Proposals arising from the work of the CAC; Proposals concerning the UA’s ability to function effectively

- UA proposed changing pronouns throughout the CBA to gender-neutral forms (e.g. change “he/she” to “they”).

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- Note: This proposal was approved and initialed by both sides. (TA: Tentative Agreement)

Article 20.6 Section d- Parental Leave.
- Propose to add fostering as a category to birth and adoption
- Propose that both eligible parents in the bargaining unit may apply for leave, instead of just one (current CBA).
- Clarification of the language of when applications for parental leave should be submitted, prior to the beginning of the semester adjacent to the semester of leave, when possible.

Article 13- Discipline.
- 13.2 part d. Concerning the exclusion of “oral counseling or oral reprimands” from the category “discipline”- propose removing language that this is not grievable.
- 13.4 Propose that faculty members should be notified of AAEO complaints against them even in cases when a full investigation is not pursued.

Article 14- Appointments and Evaluation.
- 14.3.d UA proposes that in an off-year, if an evaluator plans to submit a negative evaluation, the faculty member will be invited to a meeting to discuss the evaluation. In addition, a negative review shall be grievable if arbitrary or capricious.
- 14.4 Clarification that the most recently approved RPT and APR guidelines will remain in force until new guidelines are approved.
- 14.5.ii Concerning faculty choice to apply for Tenure early: since this can only happen once, it is important to clarify what counts. Proposal- if the application for tenure has been voted on in the department, it is then considered to be early application for tenure. If the faculty member withdraws their application before the departmental vote, then no early application is considered to have occurred.
- 14.5.iii Clarification that faculty members hired at the rank of Associate Professor, but without tenure, need to know at the time of hiring what their criteria for tenure will be, according to departmental guidelines.

- Note: UA will present more proposals for Article 14 in the next session.

Article 8- Access to University facilities
- 8.1: Proposal clarifies that UA may have reasonable access to bulletin boards on campus
- 8.6: addresses that there is no cellular signal in the UA office in the basement of Waterman, and proposes access to a space with a signal
- New section, 8.7: Propose access to purchase a parking pass for UA staff person

Article 9- Right to Information
- 9.3 Request for UA to be included in the agenda of Board of Trustees meetings, aligned with inclusion of other groups such as the Faculty Senate, Student Government Association, Graduate Student Senate, Staff Council, etc.
- 9.5 Request for HR to provide UA with list and contact information for new faculty hires by mid-summer, and to include phone numbers and addresses on bargaining unit list.