



# Celebrating 20 years as the Faculty Union at UVM

More than anything, having a faculty union makes me feel safe. **Safe that my rights as a worker will be protected, that I will always have somewhere to go if I need help, and that my voice will always be heard.**

*Jamie Abaied*

Psychological Science  
UA Delegates Assembly



As the daughter of farm worker labor activists, UA has given a venue to **channel my parents' work and commitment to social justice.**

*Yolanda Flores*

Romance Languages and Literatures  
UA Executive Council



Without our union, I most likely would have moved on to some other institution, choosing a place and a department that were outside of my beloved Vermont, or following a series of precarious contingent teaching jobs wherever I could get them. **Our union has allowed UVM to offer me stability, security, and a life that I love in a place I love.**

*Erica Hurwitz Andrus*

Religion  
UA Delegates Assembly Chair



I have worked both Union and non-Union jobs as both an educator and as a theatre professional. Given the choice, I'll take the Union every time. **Belonging to a Union gives me a seat at the table and the right to have my voice heard about my salary, benefits and working conditions.**

*John Forbes*

Theater  
UA Past President

While presidents and provosts come and go, **it is our dedicated faculty and staff who stay and provide the continuity that moves UVM forward.**

*Susan Comerford*

Social Work  
UA Vice President



I've been able to work alongside a dedicated team to bring tangible benefits to faculty, **while holding our administration properly accountable to the terms and conditions of our contract.** Above all, I've gained a true appreciation for all of the varied, hard work that UVM faculty do on a daily basis.

*Keith Burt*

Psychological Science  
UA Grievance Officer

UA is where I go to feel camaraderie and support. **We have a common purpose that goes beyond fields of expertise: a university that truly prizes teaching, scholarship, justice.** Solidarity is a word that can be overused in the labor movement, but solidarity is exactly what I feel when I think about my United Academic colleagues.

*Julie Roberts*

Linguistics  
UA President





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UA has been central to my process of understanding and benefiting from my contract as a part-time faculty member. In my nearly five years as a very active member of UA, I have received over \$3,000 in professional development funds to support my teaching, and I was promoted to Lecturer II - both of which would not have happened without UA's support.

*Katherine Elmer*

Part-time Faculty  
UA Executive Council



There was a time when the administration determined almost everything. No longer! **With our union, we have built a faculty community and become an important voice and force in decisions that affect our professional life.**

*David Shiman*

Education (Emeritus)  
Former UA President



United Academics places UVM's faculty squarely where they belong: in solidarity with the broader labor movement for workers' rights and dignity.

It has been an honor to stand shoulder to shoulder with my labor colleagues across Burlington and beyond. I started at UVM a decade before UA, and I'm thrilled to be a part of it now.

*Larry Rudiger*

Psychology  
UA Member



I am proud to be a member of United Academics from the very beginning. My daughter was born in February and I cobbled together coverage for my classes, but was back teaching after five weeks. **That doesn't have to happen now, because of benefits gained through collective bargaining.**

*Karla Karstens*

Math & Statistics  
UA Delegates Assembly

Because of how a grievance I filed was handled (before I became a dues-paying member), joining the union was the right thing to do. **Now I have seen firsthand how hard our union works for us and how much we have to lose without a strong union.**

*Julie Smith*

Agricultural & Life Sciences  
UA Member



Faculty voted to unionize when a UVM president asserted that healthcare benefits were "a thing of the past" and that we must "learn to live with anxiety." **United Academics has defended and expanded critical benefits for all faculty, and campus workers beyond, and has been our bulwark against the anxieties of living under poor administrative decisions.**

*Nancy Welch*

English  
UA Membership Chair