



October 11, 2022

RE: Step Three Grievance: University Benefits Advisory Council

Patricia Prelock, Ph.D., CCC-SLP, BCS-CL  
Provost and Senior Vice President  
University of Vermont  
348B Waterman Building  
85 South Prospect Street  
Burlington, VT 05405-0160

Dear Provost Prelock,

United Academics files this Step Three grievance relating to both the full-time and part-time faculty units. The University is in violation of both the FT and PT collective bargaining agreements by having no University Benefits Advisory Council (UBAC) as outlined in 20.11.a of the FT CBA, and no bargaining unit members on the Council, as per 20.11.b of the FT CBA and 20.17 of the PT CBA.

It recently came to the attention of United Academics that the UBAC may no longer exist, so we filed an information request on September 16, 2022 to determine the status of the Council. The response sent to us from Labor Relations on October 3, 2022 confirmed that the UBAC has not met in 3 years and has no Chair or members.

Article 20.11 of the current Full Time faculty CBA says, in part, that: "a. The University Benefits Advisory Council ("UBAC") previously established shall continue for the life of this Agreement.

b. There shall be at least fifteen (15) voting members on the UBAC with members from selected various constituencies of the University. At least two voting members shall be from the bargaining unit." The article then describes in detail the charge of the Council.

Similarly, Article 20.17 of the Part Time faculty CBA says that UBAC will include one voting member from that bargaining unit.

The opportunity to review, evaluate, make recommendations and vote on policies and processes relating to employee benefit plans in this Council is an important opportunity for faculty involvement. The UVM administration cannot simply determine that this

contract provision no longer applies or that there are other channels of communication and decision-making that make this negotiated provision unnecessary.

As a remedy for this grievance, United Academics requests that the University reinstates the UBAC immediately and that United Academics be given the opportunity to name at least two bargaining unit members from the full-time unit and at least one member from the part-time unit to the Council.

Sincerely,

Katlyn Morris, Executive Director, United Academics

CC: Peter Blackmer, Human Resources, University of Vermont  
Megan Boucher, Labor Relations, University of Vermont  
Wade Carson, Grievance Officer of United Academics  
Eleanor Miller, President, United Academics