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## **Tentative agreement reached on new contract for part-time faculty**

July 6, 2009

Dear members of United Academics from the part-time bargaining unit,

United Academics (AAUP/AFT), the union representing 160 part-time faculty at the University of Vermont, reached a tentative agreement on a new three-year contract with the University on July 2nd. Negotiations, which began in January of this year, were particularly challenging given these difficult economic times.

Contract specifics will not be available to the public until after ratification by the union part-time membership. However, a detailed list of contract changes will be distributed to eligible voters within ten days and a draft of the tentative agreement within two weeks. We are happy to report that there were no give-backs to the University, and we were able to build upon the excellent initial contract signed in 2006.

Some of the highlights of the tentative agreement include the following:

- 2% salary increase each year,
- increased UVM contributions towards health savings accounts,
- reduction in parking rates,
- post-employment benefits similar to those for emeriti,
- retention of rank, accumulated credits, salary level for those who leave and re-enter the bargaining unit,
- new titles and promotion opportunities for clinical faculty, and
- clarified reappointment and promotion processes

As a member of United Academics, you are eligible to vote and will be asked to ratify this tentative agreement later this month.

We appreciate the suggestions, feedback, and support we received from you over this negotiating period. We particularly want to thank those part-timers who took the time to complete our questionnaire and respond to follow-up questions. Your answers provided us with a great deal of guidance.

Your bargaining team:

Beth Haggart (Art and Part-time Faculty Representative on the Executive Council)  
Laurie Peters (Art)  
Jay Moore (History)  
Shelley Vermilya (Education)  
David Shiman (Education and Chief Negotiator)  
with John Howard (Higher Education Consultant from United Professions)