



United Academics Part-Time Faculty Bargaining Report - May 1, 2009

The United Academics has been negotiating since mid-January for a new contract for part-time faculty members. The administration and we have reached tentative agreement on a number of non-economic Contract Articles, including Access to University Facilities, Right to Information, Professional Resources, Grievance and Arbitration Procedures, Discipline and Workload. We are also close to agreement on article dealing with Evaluations and Appointments; however, the administration resists our efforts to increase job security every step of the way. Your UA team is working to make all articles more transparent and workable for part-time faculty.

As of this date, the economic issues remain unresolved. UA has proposed pay increases of 5-6% per annum. The administration's second proposal is for an abysmal .5% in the first year and 1% in each of the remaining years. The administration team complains that times are tough and, anyway, "UVM's part-time faculty members are among the highest paid among New England publics."

The UA bargaining team has countered that UVM part-time faculty salaries went through a long fallow period for many years before the unit was organized, and that the part-time faculty do not receive the same benefits enjoyed by the full-time faculty. At many New English publics, part-time faculties receive benefits not available at UVM.

Another contentious issue is health benefits. Part-time faculty receive NO paid health benefits. Instead, they are provided an "option" to purchase a "High Deductible" Medical Plan (HDMP). The administration pays none of the premium cost. The UA is proposing that faculty with Lecturer II or III positions who teach six or more credits in any full semester shall receive the same medical plan as provided to full-time faculty. This option would also be provided to other unit members with 0.5 or more FTE equivalence. This would not cover everyone but it would be a big step forward.

The UA team also proposes that part-time faculty should receive a number of other benefits now provided to full-time faculty, including employer contributions to retirement savings accounts, defined sick leave benefits, the ability to roll-over unused vacation, and more.

The part-time faculty Agreement is scheduled to terminate on June 30, 2009. Members of the bargaining team include Jay Moore (History), Laurie Peters (Art), Beth Haggart (Art), Shelly Vermilya (Education) and chief negotiator David Shiman (Education).

Have questions, suggestions, or concerns, contact David Shiman (david.shiman@uvm.edu) or Beth haggard, the part-time representative to the Executive Council (ehaggart@uvm.edu)