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United Academics files Unfair Labor Practice Against UVM Administration

The faculty union of the University of Vermont, UVM United Academics, has filed an Unfair Labor Practice charge with the Vermont Labor Relations Board. This is the first time in the UVM faculty union's 19-year history that they have filed an Unfair Labor Practice against UVM. The charge details how the administration has---by virtue of excluding United Academics from the fall 2020 semester planning process---violated their duty to bargain the impact of any changes to terms and conditions of faculty employment ("impact bargaining"). The UVM President and Provost did not respond to the union's request to bargain the impact of widespread workplace changes related to Covid-19. Instead, the administration has announced sweeping, unilateral changes to terms and conditions of faculty employment that potentially affect nearly every aspect of the workload article of the Collective Bargaining Agreement.

The requested remedy is for the Administration to engage in good-faith bargaining with the faculty union on these issues affecting faculty, including for example: the potential assignment of faculty as backup teachers for other faculty who become ill, workload concerns related to potentially preparing courses in multiple modalities or unfamiliar modalities, and UVM's compliance with providing safe and healthy conditions of work. The union has asked for an expedited ruling from the Labor Board due to the time sensitivity. It is the hope of United Academics to begin impact bargaining with the Administration as soon as possible in order for faculty to best prepare their courses for the fall, while also maintaining health and safety of faculty, their families, and the entire UVM and Burlington-area community.