



Re: Step Three Grievance: Information request to prepare for bargaining

February 2nd, 2024

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 the UVM administration's failure to provide information within 14 calendar days as required by Article 9.1 of the Collective Bargaining Agreement (CBA). As of today's date, it has been 44 days and we are still awaiting this information.

On December 19, 2023, United Academics filed an information request with Labor Relations, which was due on January 2, 2024, per Article 9.1 of the CBA (see Appendix A). After receiving our information request, Noel McCann of Labor Relations responded indicating: "Unfortunately, due to the administrative closure of the University from 12/22/2023 – 1/1/2024, we will not be able to provide the response by 1/2/2024, the 14th day. We will do our best to get the information gathered and back to you after the University reopens." On January 8, we received one attachment that was responsive to one part of the information request, plus several questions which we answered on January 9.

We then followed up on January 22 to inquire about the long overdue request. In response, we received an additional question, which we again responded to in a timely manner. Yet as of February 1, we have not received the information (items 1a, 1c, 2 and 4 of Appendix A).

The failure to provide information in a timely manner is a violation of Article 9.1. The union has a right to information, and the University has an obligation to provide it, as agreed upon in the CBA. As a remedy for this violation, the University should provide complete information to our request, pasted again in Appendix A for your convenience.

Yours sincerely,

Ingrid Nelson, Co-Chair, Contract Administration Committee of United Academics

CC: Megan Boucher, Labor and Employee Relations

Katlyn Morris and Eleanor Miller, United Academics Contract Administration Committee
Susan Comerford, United Academics President



Appendix A: Information Request

December 19, 2023

To: Megan Boucher, UVM Labor and Employee Relations

Pursuant to Article 9 of the full-time faculty Collective Bargaining Agreement, United Academics seeks the following information to prepare for collective bargaining.

1. For all UVM executive administrator positions who are excluded from the faculty bargaining unit, including but not limited to: UVM President, Provosts, VPs (Executive Operations, Research, University Relations, General Counsel, Athletics, Diversity and Multicultural Affairs, Associate VP, etc.), Deans, Associate Deans, Assistant Deans, Directors, Classified Executives, Coaches, Chief of Staff, and all other executive administrators, please share the following information:
 1. Appointment letter/offer letter/salary letter for FY22, FY23, and FY24
 2. Percent and dollar amount of salary increase in FY22, FY23, and FY24
 3. All non-salary compensation in FY22, FY23, and FY24, including dates:
 1. Bonuses and performance increases
 2. Additional pay
 3. Deferred compensation
 4. Housing, car, relocation/moving expenses and all other expense stipends
 5. Club, association and all other memberships covered by UVM
 6. Tuition
 7. UVM retirement contributions
 8. Health care
 9. All other compensation and benefits
2. Student-faculty ratios by department each year between 2013-2023
3. List of all failed searches for hiring full time faculty in 2022 and 2023, including UVM department, position and rank, salary initially offered, any counter-offers made by UVM, details of offer of additional benefits and/or expenses (e.g. moving expenses, spousal hire offer, startup funds, etc.), salary amount requested by the applicant.
4. Number of student credit hours taught annually over the past 15 years by:
 - a. full-time non-tenure track faculty



B. full-time tenure track faculty

We appreciate you providing the information within 2 weeks. Please let us know if you have any questions.

Sincerely,

Katlyn Morris, United Academics Director

cc: Jane Knodell, lead negotiator, United Academics; Suzy Comerford, President, United Academics