



Re: Step Three Grievance: Information request related to Act 183 nursing monies

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).

Since mid-November 2023, United Academics and the UVM administration have been in communication about how to distribute approximately \$600,000 from the Vermont Legislature intended for nursing educators at UVM, through Act 183. United Academics has repeatedly attempted in good faith to access information that UVM possesses and which is necessary to determine how to allocate the money to employees.

For background, included below are excerpts from a number of the multiple emails that have been exchanged seeking straightforward data that would allow calculations to distribute the money appropriately.

After several prior emails with questions about data, Katlyn Morris sent a follow-up email to Megan Boucher on December 1: "We still have questions about how 'hours worked' was determined. Perhaps we'll just have to get into the details in impact bargaining."

On December 6, Katlyn Morris sent the following to Megan Boucher and Chris Lehman: "UA and UVMSU leaders have met and have quite a few lingering questions that will need to be answered before we can meaningfully engage in impact bargaining the Act 183 payment distribution. Some of them could be answered if you can provide us with the full detailed excel sheet that includes the back-end calculations that you used to arrive at the number of hours worked and the work period for each individual on the sheet (dates of service, appointment period if 9, 10, or 12 month), and any other criteria that went into the calculations. There are a number of additional questions we have, and we believe we will be most productive with our session on 12/19 if we can get clarity on some of this first. Would you be available for a zoom meeting with us on 12/13 between 9-10am to work through some of these questions?"



The parties then met to discuss this on December 13, and the administration was unable to show or explain the calculations it had made.

From Katlyn Morris, December 18:

“Do you have any updates on all of the data we discussed last week? It seems that tomorrow's scheduled meeting will not be particularly fruitful if we do not have that key information in advance. To review what we requested on Wednesday, what we need is the complete list of all eligible employees, their bargaining unit, their FTE and appointment length (9,10 or 12 month), their employment start or end date if they were not employed (or in the nursing dept) for the full period of time, overtime hours for any non-exempt staff, and any additional explanation of 'hours worked' as applicable. We do not necessarily need this to be based on the spreadsheet that Rosemary shared, particularly because that did not seem to have any of the raw data behind the numbers. What we need is the raw data in an editable spreadsheet, and we can do our own calculations. We hope to receive this as soon as possible to keep this process moving.”

From Megan Boucher, December 18:

“We are continuing to gather the data as requested. I'm hopeful we will have it to you soon. I agree that we should not meet tomorrow to give you time to review information once it is provided. We can prioritize a meeting after break if your group has availability.”

From Katlyn Morris, December 19:

“We are anxious to receive the data and need that before we can put forward a proposal. Please do send it as soon as available, and send us a handful of dates and times you'll be available to meet in early January.”

From Megan Boucher January 12:

“The data is taking longer than anticipated. I am hopeful we will have it pulled together soon and will be back in touch as soon.”

As of February 1, this data has still not been provided, impacting faculty who have been awaiting details about these payments and the actual disbursement of payment.

The failure to provide information in a timely manner is a violation of Article 9.1. As a remedy for this violation, the University should provide complete information that we have requested.

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