



UVM United Academics Part Time Contract gains: September 2018

- **Salary and other payments**
 - \$2000 promotion bonus upon promotion from Lecturer I to II and II to III - this nearly doubles the average value of promotion (new provision)
 - Salary increase of 3.25% (Academic Year 18-19), 3% (Academic Year 19-20), 2.5% (Academic Year 20-21). Protected the right of new PT faculty to be paid at the same rate as continuing faculty
 - \$2500 annual award for teaching excellence by a PT faculty member (new provision)
 - Per diem payment for guest lecturing (new provision)
 - Clarifies that payment for non-teaching duties should be based upon established rates, especially for indep. studies and addressing grade appeals, but can include other activities.
- **Teaching Appointments and Assignments**
 - Existing Lecturer I's will now be retained in preference to new hires.
 - Cancellation fee triggers one week earlier (3 weeks before first class vs. 2)
 - Assignment consultations with PT faculty officially substituted for 'Teaching Availability Forms'
 - Clarification and improvement of grievance rights when faculty members don't receive the appointments they're entitled- strengthens annual appointments
 - Team teaching and summer teaching count toward promotion (team teaching credits pro-rated)
- **Other Improvements for Faculty**
 - Up to 9 credits tuition remission per year (up from 6) and 24 months to use them (up from 12 mos)
 - Team teaching and summer teaching count toward unit eligibility - this gives access to the union to many PT faculty whose workloads kept them out of the bargaining unit
 - Chair or dean will identify office or conference room for part-time faculty before first day of classes when requested before semester; within two weeks if semester has begun
 - Part-time faculty members only responsible for extended section descriptions when we are under contract with UVM
 - Professional development fund for part-time lecturers increased to \$20K; UA to be notified how much is used each semester
 - Post-employment privileges (library, athletic facilities, etc.) available after 10 years of teaching an avg. of 6 credits/year within the last 15 years (improved from 15 years service within the last 20 with a strict 6/year minimum)
- **Operational improvements for UA**

- UA access to information--UA will be given phone numbers as part of the unit list, and will receive a list of PT faculty eligible for annual appointments
- Payment to UA of 4 course equivalents during bargaining years (up from the current 2)