

Shira's Bargaining update 11/12/04 – sent as an All-Faculty email

The UFF and University Administration teams have been holding frequent sessions and we have made some real progress. The points elaborated below are:

1. agreement on the Appointments article
2. very close to agreement on the Summer Appointments article and the expedited grievance procedure
3. close to agreement on the article on Bylaws Governing Terms and Conditions of Employment
4. much closer on Tenure article
5. working on Evaluations and Assignments articles

1. We have reached agreement on the Appointments article which is concerned with such matters as how appointments to faculty positions are made and faculty participation in search committees. What is important about this article is that, among other things, it ensures that we will continue to have significant input in the recruitment of our faculty.
2. We appear about ready to sign an agreement on Summer Appointments and the appendix that lays out an expedited grievance procedure with a Neutral Umpire in case a faculty member believes his/her course assignment (either summer or during the school year) has been arbitrary or unreasonable.

According to the new Summer Appointments article, summer rotation policies may be determined by each department, but if they don't have one or don't choose to develop one, there is a rotation policy in the contract for them to use.

3. We are close to agreement on an article entitled Bylaws Governing Terms and Conditions of Employment.

All those areas that the union has the right to bargain over but delegates down to the departments because these matters are best left in the hands of departments (like discipline-specific criteria for tenure and promotion) will be addressed in the department bylaws.

The goal is that these bylaws, once approved, shall not be unilaterally suspended or altered, and will be grievable, because if they are not, they do not have teeth.

4. We are getting much closer on a Tenure article. Once that is done, Promotion should be relatively easy since it largely parallels Tenure.

5. The other two big articles we are working on right now are Evaluations and Assignments.

The articles mentioned above, now in negotiation, should be able to be completed within a month or two. Agreement on these articles should go a long way in resolving the issues in Salaries.

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