

**TAed changes in 2022-24 United Academics-UA Collective Bargaining Agreement,  
Compared to 2017-19 Collective Bargaining Agreement (as extended by MOA for 2020 and 2021)**

Changes that appear throughout the contract:

- Dates, to reflect new contract period
- “UNAC members” or United Academics members”, changed to “bargaining unit members”
- All numbers are spelled out and given in numerical form in parentheses
- “his/her” changed to “their”

Summary of substantive changes:

Article	Date	Substantive change(s)
1: Agreement and duration	4/5/22	None
2: Purpose	4/5/22	None
3: Recognition	4/11/22	<ul style="list-style-type: none"> <li>• Addition of former UAFT faculty, post docs, and visiting faculty in accordance with 2018 ALRA unit clarification</li> </ul>
4: Membership and dues deduction	1/19/22	<ul style="list-style-type: none"> <li>• Substantially changed due to JANUS.</li> <li>• Removed language about termination of dues at end of contract.</li> </ul>
5: UNAC representatives and privileges, release time and faculty development	1/19/22	<ul style="list-style-type: none"> <li>• Added buy-out of non-credit hour WLUs for UNAC service.</li> <li>• Job candidates will be given the link to UNAC website. UNAC will receive complete bargaining unit member lists August 15 and January 10</li> </ul>
6: Academic freedom and responsibility	10/12/22	<ul style="list-style-type: none"> <li>• Added language about disclosing potential conflicts of interest as outlined in BOR policy 04.10</li> </ul>
7: Dispute resolution	1/19/22	None

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8: Construction of the agreement	9/21/21	None
9: Faculty status: Appointment, evaluation, promotion, tenure and termination	10/31/22	<ul style="list-style-type: none"> <li>● First year visiting faculty excluded, except from 9.1</li> <li>● Processes for postdoctoral appointment and nonrenewal are detailed in new sections 9.1.4 and 9.4.3. These are the same as for non-tenure track faculty except <ul style="list-style-type: none"> <li>○ Postdocs get 7 days notice of nonrenewal</li> </ul> </li> <li>● When postdocs are working with a PI, that PI must provide input on their annual evaluation</li> <li>● Peer review committees for non-tenure track members MAY include one or more non-tenure track members</li> <li>● Additional language for non-tenure track promotions that mirrors other promotion procedures (withdrawal of file, and access to appeal procedures)</li> <li>● Extended notification for non-retained non-tenure track members <ul style="list-style-type: none"> <li>○ Increased from 7 to 14 days in first two years</li> <li>○ Increased from 45 to 60 days in years 3-6</li> </ul> </li> </ul>
10: Reduction in force due to discontinuance or reduction of program	9/19/22	None
11: Discipline	10/31/22	Letters of expectation may be retained for two years and may be investigated in disciplinary processes, but are not considered evidence themselves
12: Personnel files	11/29/21	If UNAC agrees on a case by case basis, record of discipline may be retained for one additional year.

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13: Workload	10/31/22	<ul style="list-style-type: none"> <li>● Visiting faculty in their first year do not have a workload</li> <li>● Postdocs may have workloads that are exclusively research</li> <li>● Postdocs working with a Principal Investigator will jointly propose the postdoc’s workload</li> </ul>
14: Intellectual property	9/21/21	None
15: Compensation	10/12/22	<ul style="list-style-type: none"> <li>● 3% increase to minimum salaries</li> <li>● Across the board raises of 3%, 2.75% and 2.5% annually</li> <li>● Tenure-track faculty who are denied tenure will not receive across the board raises in their terminal year</li> <li>● “Me too” language matching any higher raises paid to other employee groups through legislative appropriation</li> <li>● No specific funding allocated for market or equity increases</li> <li>● Eliminated language requiring equiproportional distribution of market increases</li> <li>● Eliminated Faculty Initiative Fund</li> </ul>
16: Benefits	10/12/22	<ul style="list-style-type: none"> <li>● Increase University Pension Plan wage base from \$42,000 to \$52,000</li> <li>● Education benefits will refer to BOR policy, which eliminates the GPA requirement</li> <li>● Former UAFT sick leave bank will be included as a benefit for UNAC members</li> </ul>
17: Working conditions	10/31/22	<ul style="list-style-type: none"> <li>● Added language that UA will respond to national or local health crises</li> </ul>

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		<ul style="list-style-type: none"> <li>• Added language that UA will make information available to members regarding national or local health crises that may impact the university workplace</li> <li>• Office hours may be virtual or in-person</li> <li>• Office technology will be made available to members, in addition to office space</li> <li>• Outside activity: added language to require that deans consider certification, training, licensure or other professional requirements in considering outside work disclosures</li> </ul>
18: Management rights and responsibilities	10/19/21	None
19: No strike/no lockout	8/31/21	None
20: Meet and confer	10/4/21	Frequency of meetings increased from twice per semester to once per month, with written agenda
21: Severability	8/31/21	None
22: Totality of the agreement	9/21/21	None