

Summary of UA Management's Proposals that UNAC Fought Off:

Article 2: Prohibition of “union activities” being conducted on “University compensated time.”

Article 9: Elimination of post-doctoral fellows from Articles 9, 13, and 15, essentially making them “at-will” employees, disallowing renewals after a maximum three-year appointment, and removing them from all workload protections, annual evaluations, pay increases, and professional development funds in the CBA.

Punitive post-tenure reviews by making an unsatisfactory post-tenure review result in ineligibility for any raises - even those not based on performance.

Article 10: Furloughs at the “unit” level, based on any “budgetary shortfall” determined unilaterally by the administration who can manufacture said budgetary shortfall via their management right to “administer the University.”

Article 12: Permanent retention of disciplinary reprimands for minor and corrected problems.

Article 13: Elimination of post-doctoral fellows from the entire workload article.

Article 15: Elimination of visiting faculty from Article 15 for three years. Elimination of post-doctoral fellows from all provisions except minimum salary. Deletion of our “Me, too” clause guaranteeing higher raises equal to those legislatively requested for any other employee group.

Article 16: Unlimited shifting of the employer/employee healthcare split based on future increases to the cost of the self-funded healthcare plan. Changes to JHCC by increasing the number of non-represented employees on the committee, decreasing the number of required meetings per year, and eliminating important aspects of the healthcare plan from the purview of the committee.

