

# UIC United Faculty

Spring Membership Meeting  
March 31, 2021



# Agenda

- Welcome (Janet)
- Bargaining update (Aaron)
- NTT job security organizing (Jeff S., Sophie)
- Grievances (Robert)
  - B2F (Sophie)
- Benchmarks (Janet, Tony)
  - Survey Results
  - Discussion

# Bargaining Update

# Impact Bargaining History

- Our contract requires the administration to “bargain over the impact of any decision that affects the wages, hours, and working conditions of faculty” (Article XXII).
- We have met with the administration 16 times since March 2020.
- Although we have not reached any formal agreements, we have influenced a wide variety of university policies.
- We are continuing to work toward an agreement that will codify existing policy and protect our members.

# The Current State of Negotiations

We are *\*attempting\** to bargain over the following issues:

- Right to work remotely during pandemic
- Transparent workload policy for remote work
- Faculty autonomy over methods of instruction
- Compensation for developing courses for remote instruction
- Modification of tenure clock upon request
- Suspension of student teaching evaluations
- Expanded use of FY20-21 travel funds
- Protection for intellectual property licensing rights
- Enforcement of all policy agreements

# To the Illinois Labor Relations Board (ILRB)

- As of March 12, the university has refused to continue bargaining, an act that we believe is an unfair labor practice (ULP), and we intend to file an additional charge with the ILRB.
- We are preparing for a hearing at the ILRB on April 15-16 on two previous ULP charges involving the unilateral imposition on policies and the distribution of \$1 million to faculty assigned to large asynchronous courses.
- We are very disappointed that the administration has failed to bargain in good faith over policy decisions related to the pandemic, and we plan to continue to work with the University Senate on key priorities, influence policy where we can, and demand that the administration return to the bargaining table.

# Coming Attractions: Contract Bargaining

- **Our current collective bargaining agreements expire on August 15, 2022.**
- **Timeline for bargaining our next contracts:**
  - **Now: Assemble a bargaining committee**
  - **Fall 2021: Survey members and begin drafting proposals**
  - **Spring 2022: Demand to bargain**
  - **Summer 2022: Bargain a new contract**
- **Volunteer to join the bargaining team!**

# Non-Tenure Track Job Security

# NTT Job Security Demands

1. Maintain the current number of NTT/teaching faculty positions
2. Notify all faculty of reappointment by the initial contractual deadline on June 1
3. Ensure transparency around budget and reappointment decisions
4. Suspend the 3-year limit for visiting faculty for this year

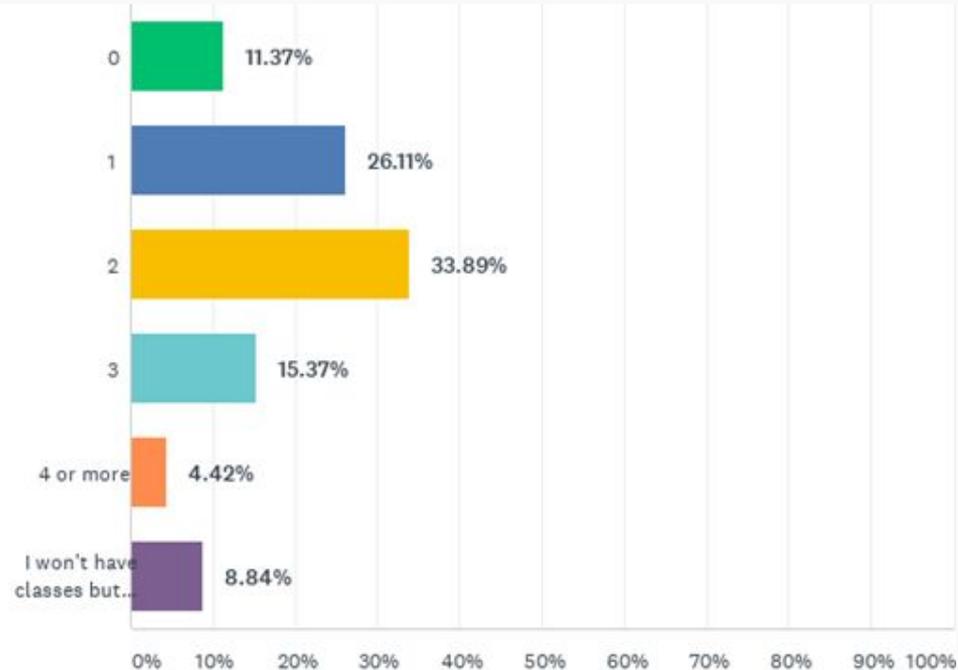
# Grievance Update

# UICUF Campus Safety Survey Results

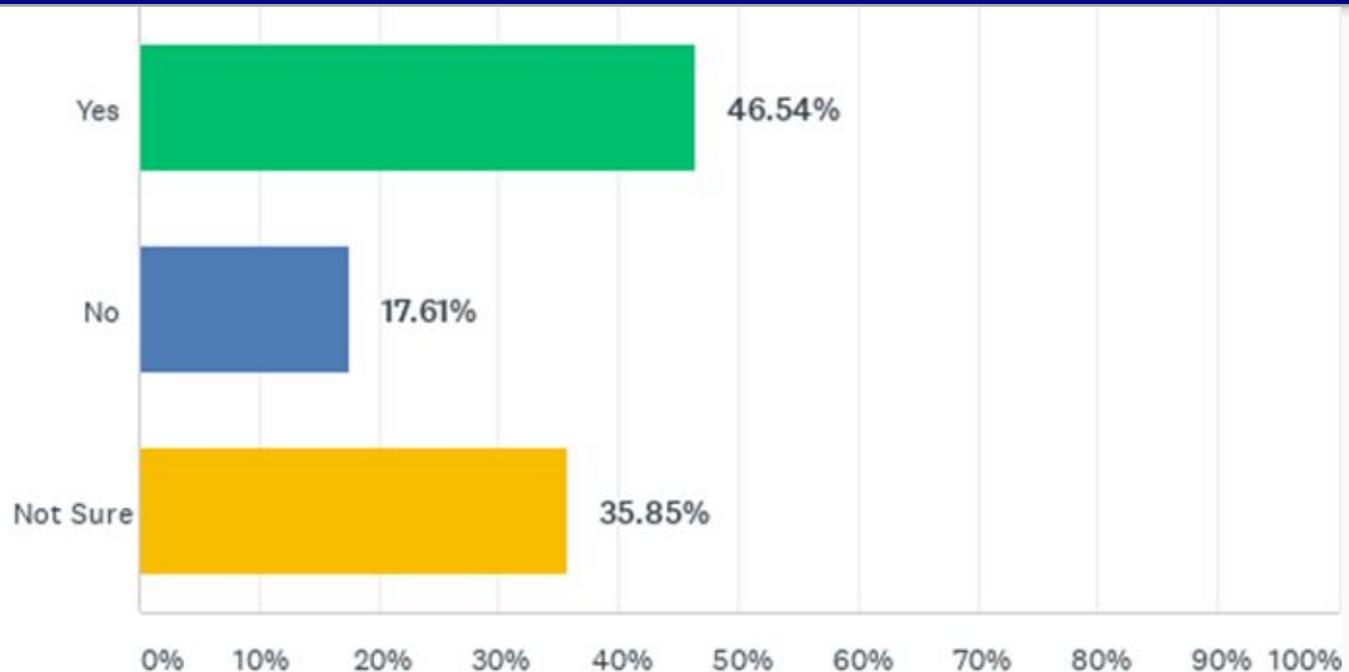
# Major Takeaways: High Risk, Low Confidence

- **89%** anticipate returning to campus with an average of **1.6** classes each.
- Less than half (**47%**) are confident that UIC is doing enough to make the campus safe.
- Only a slim majority (**52%**) have been consulted on moving to hybrid classes.
- Less than half (**47%**) are confident in teaching hybrid/hyflex classes, and **40%** do not believe hybrid/hyflex models are effective.
- **29-40%** of faculty surveyed have underlying health conditions putting them at high risk from COVID. **28-32%** say they live with or care for someone with COVID risk factors.
- Only **27%** of faculty feel that the current process to opt-out of in-person work is reasonable.

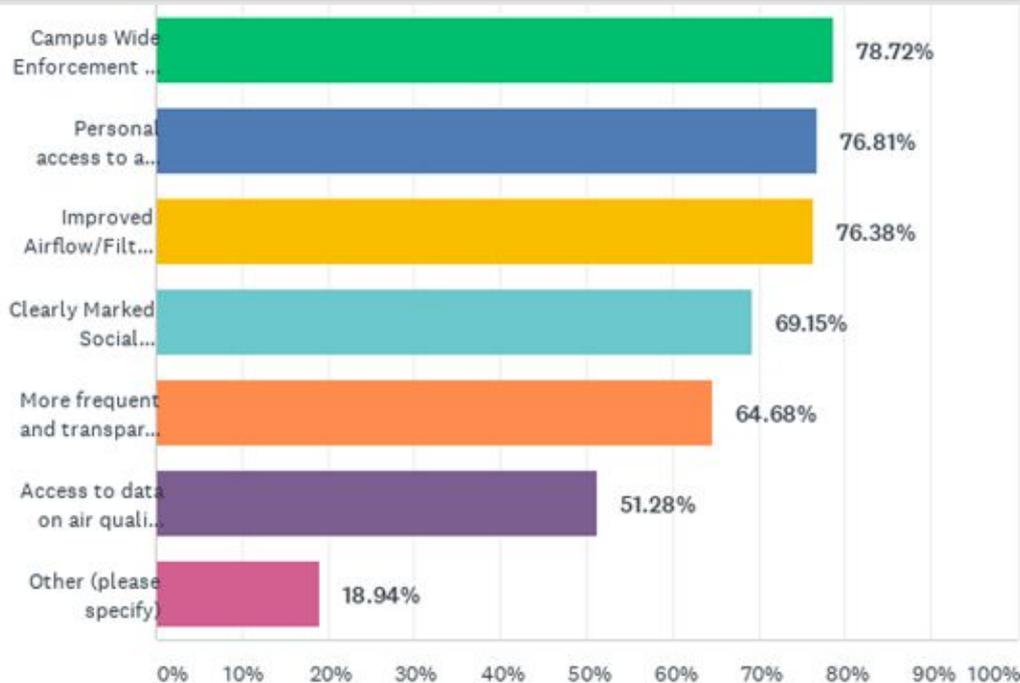
**Q7: Under the recently announced plan to prioritize in-person instruction for any classes or sections under 100 students, how many classes do you expect to teach \*in-person\* in the Fall?**



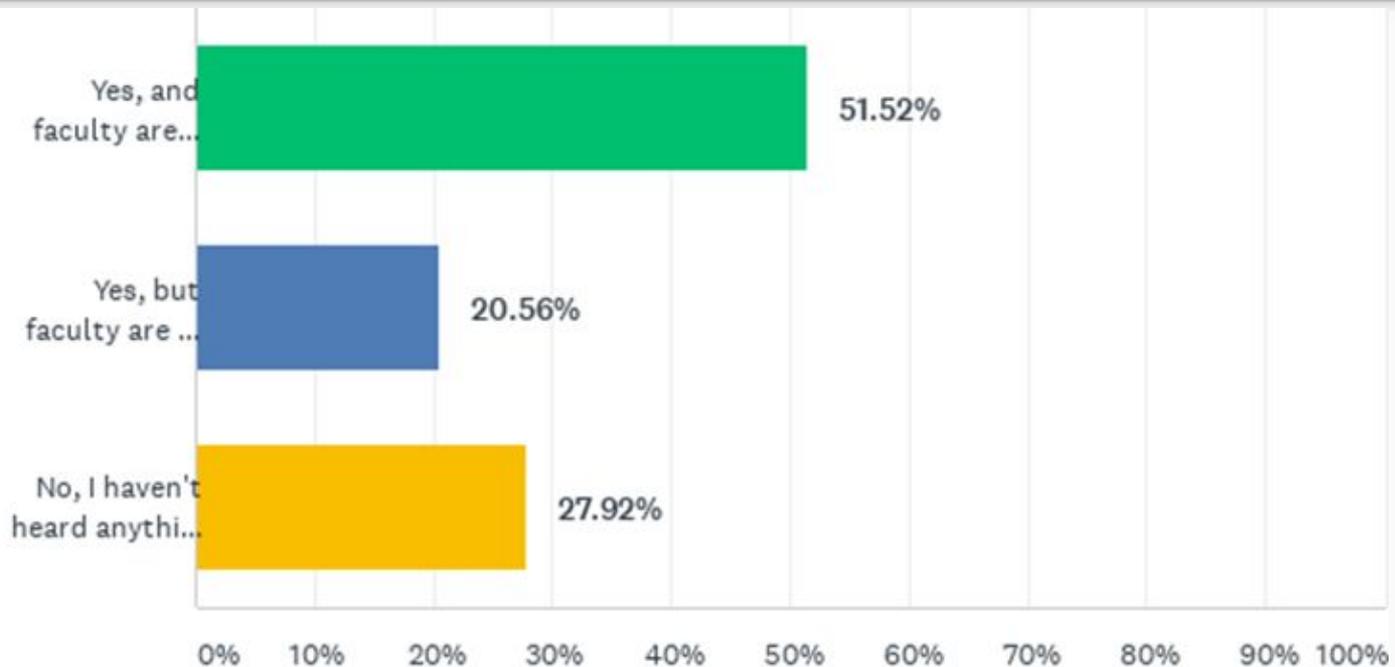
**Q5: Regardless of whether you're currently working on campus, do you believe that UIC is doing enough to meet public health guidelines for the safety of faculty, staff, and students at this time?**



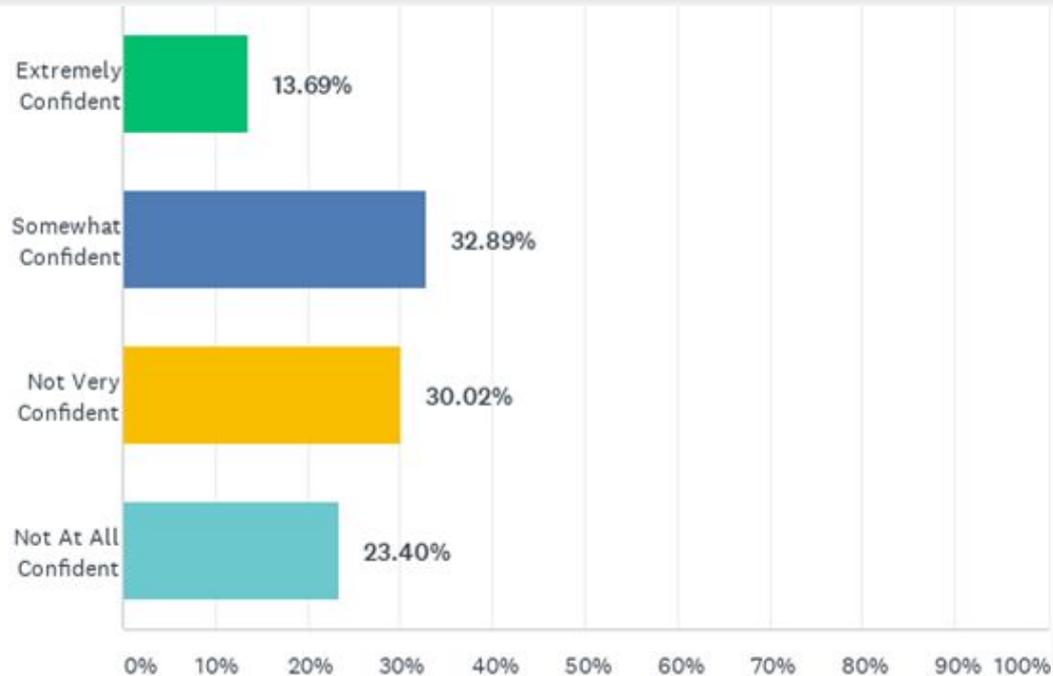
**Q8: If you are asked to return to campus in the fall, what public health measures would UIC need to take for you to feel safe working on campus? Select all that apply.**



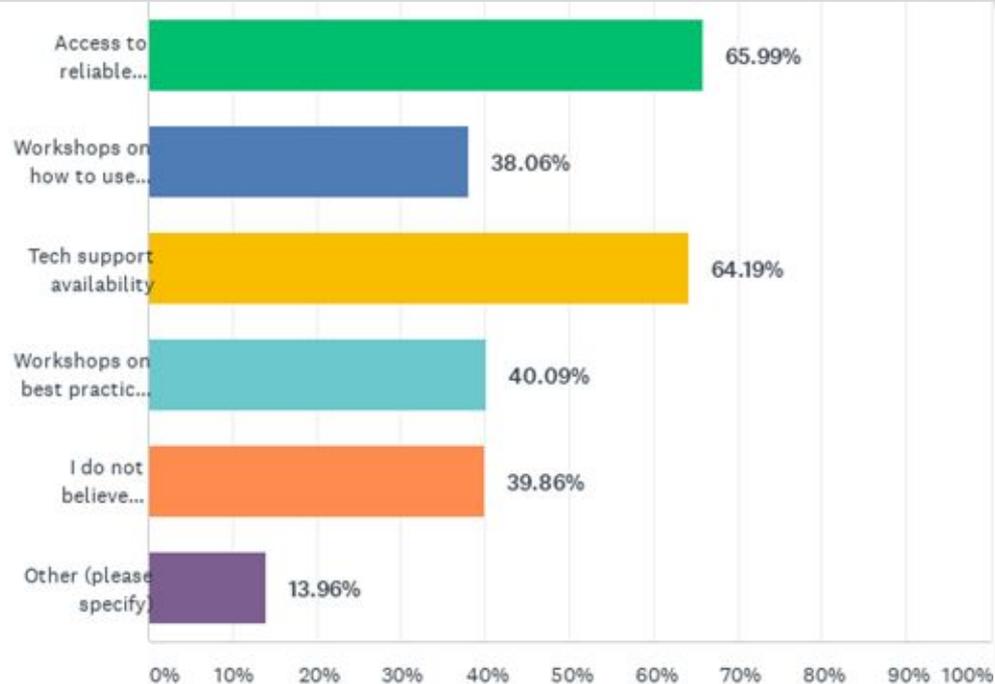
**Q9: UIC Administration has suggested that in the fall all classes with under 100 students should return to campus for Hybrid/HyFlex learning. Has your unit or program begun discussing this process?**



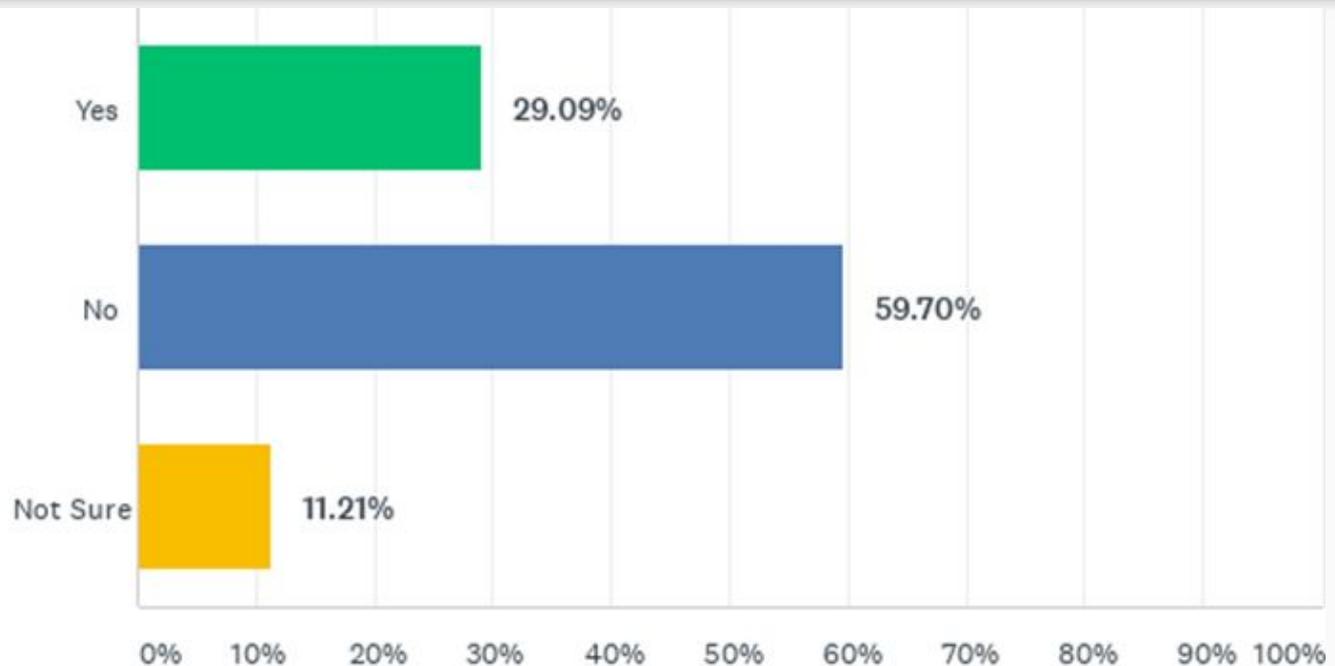
## Q10: Rate your level of confidence in teaching under a Hybrid/HyFlex Model.



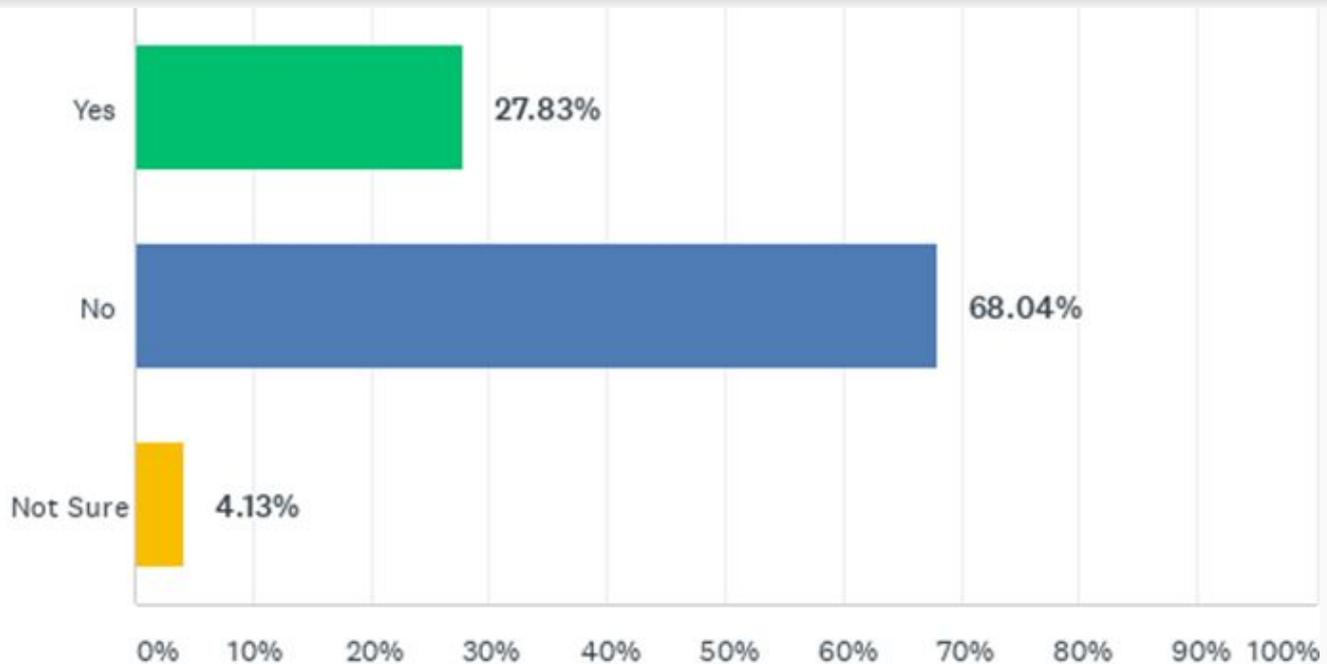
**Q11: What measures would UIC need to take for you to feel confident in your ability to teach effectively using the Hybrid/HyFlex model? Select all that apply.**



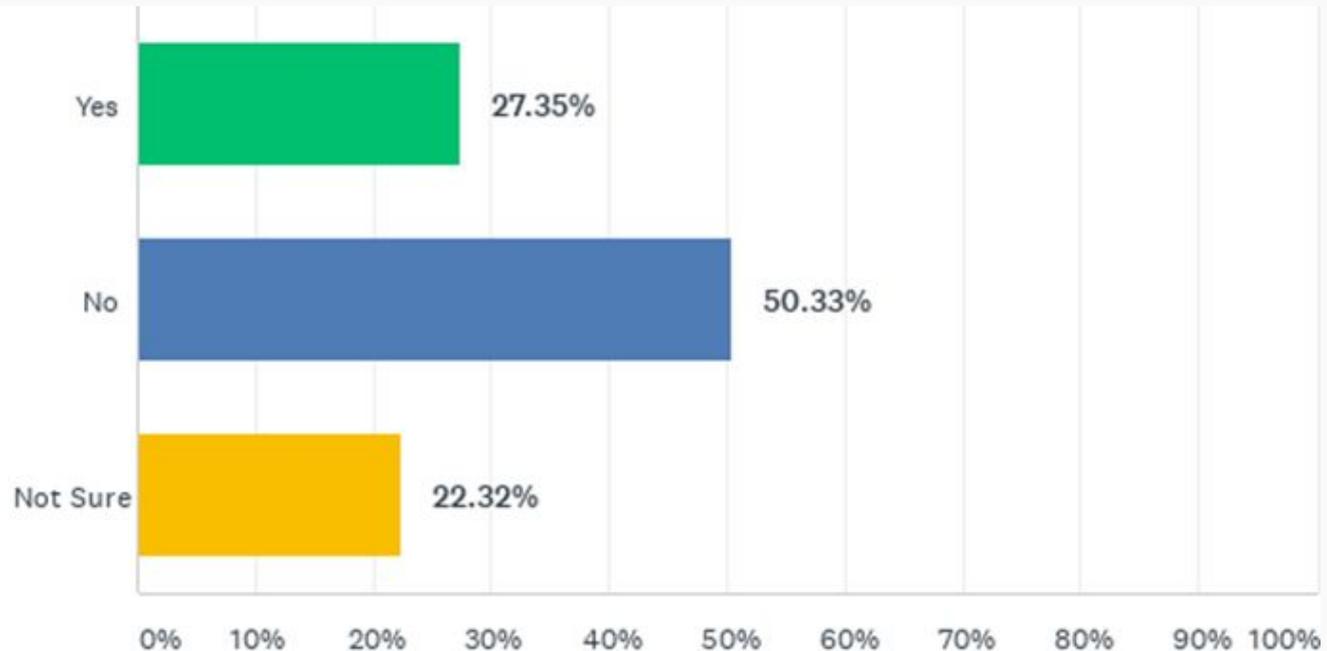
# Q13: Do you have an underlying health concern that puts you at risk should you become infected with COVID-19?



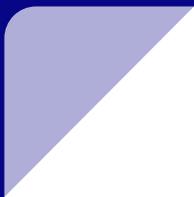
# Q15: Do you live with or are you caring for someone with an underlying health concern that puts them at risk should you become infected with COVID-19?



**Q17: UIC Administration has suggested that faculty who want COVID accommodations would need to use a process typically reserved for ADA accommodations, which requires disclosure of medical issues and an examination by a university appointed physician (for details: <https://oae.uic.edu/employment-accommodation-policy/>). Do you feel this process is reasonable for requesting a COVID-related accommodation?**



# Benchmarks Committee Report



# Committee

John Casey, English

Margena Christian, English

Lisa Frohmann, Criminology, Law and Justice

Laurie Quinn, Behavioral Health Science

Therese Quinn, Art History

Karyn Sandlos, Art

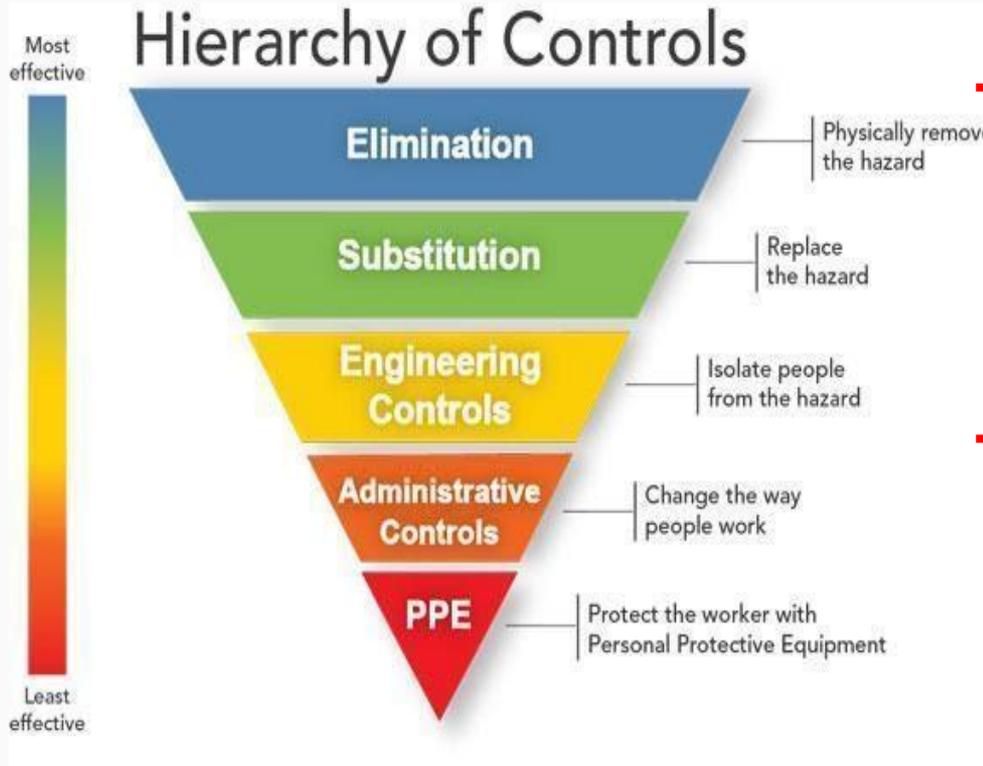
Janet Smith, Urban Planning and Policy

# Framing

If our common goal is to have students SAFELY return to UIC campus, then we should work together to make this happen. However, we must recognize that this will depend on things yet to be determined (outside UIC control including state and local restrictions, vaccine rates, and virus containment) and things UIC can do now to prepare (i.e., things in their control that will likely require allocation of resources). To this end, we recommend:

- UIC shares publicly what has been done already on campus to improve facilities and plans for preparing the campus for fall return
- Developing a set of benchmarks that every person who works, attends or visits UIC can use to determine if they will be safe
- As vaccine becomes available, UIC should play a role in getting it into communities in which our students live (e.g. working through UIC clinics)

# Guidance



**HARD BARRIERS:** Considered more effective in addressing a workplace hazard since they do not require behavioral compliance.

**SOFT BARRIERS:** The use of administrative controls and PPE are considered “soft barriers” since they require behavioral adjustments/ compliance.

# Approach

- Utilize current state of science and build on resources we have for Higher Education Institutions, including Occupational Health and Safety (OHS) and Public Health (PH) guidance provided in [\(Recommended\) Best Practices for Safely Reopening Institutes of Higher Education](#) report developed by faculty in response to the lack of detailed safety guidance in IBHE report issued summer 2020.
- Focus on ventilation and other “hard barrier” interventions in all spaces
- Include examples from other institutions including NEIU, UIS and Governor State; checklist developed by CDC for K-12 return; guidelines CTU negotiated, especially around criteria for “pausing”
- Ideally have a checklist that individuals can use to assess and “score” their own safety.

# Common Concerns (not final!)

- **Ventilation** – HEPA filtration appropriate for space/room size and occupancy since most windows do not open, options for offices
- **Classroom conditions** – ventilation, arrangement (e.g., seating, distance to lectern), barriers
- **Health checks** -- temperature check, Covid test
- **Cleaning** – classrooms, meeting spaces, bathrooms – either by UIC staff or by providing appropriate cleaning products
- **Social Distancing Markers** – fixed furniture, queuing areas, hallways, entrances, elevators
- **PPE** – masks and face shields

# American Rescue Plan Act

Total to UIC (estimate): \$81,725,000 / \$40,862,500 (student minimum)

- At least half must go to support students
- Institution portion can be used for:
  - technology
  - new safety improvements
  - payroll expenses
  - faculty and staff training

Sources:

<https://www.acenet.edu/News-Room/Pages/Higher-Education-Receives-More-Than-20-Billion-in-COVID-19-Relief-Funding.aspx>

<https://www.nea.org/advocating-for-change/new-from-nea/american-rescue-plan-whats-it-higher-education>

# Accountability options (vote)

1. Status quo – leave it to the administration to make decisions
2. Committee jointly selected by UIC admin, UICUF, and other UIC unions to determine criteria and assess conditions
3. UICUF committee to determine criteria and assess baseline/common conditions, and provide checklist for individual assessment