

What's in the new UICUF contracts?

Invest in Support & Security for Faculty

Protect workloads and recognize all the work faculty do

- Departments must create a workload policy within 1 year.
 - Promotion guidelines must align with workload expectations, changes to duties during a contract must be mutually agreed to
- Clarified implementation of modified duties for life-changing events.

Pay faculty salaries that stay ahead of inflation & reward merit

- Average 21% raise over 4 years, including the first ever across-the-board raise (\$2500 increase to all faculty)
 - Additional 4.5% in merit and compression in year 1, 5.75% in year 2, 4% in year 3, and 4.5% in year 4.
- NTT minimum salary raised from \$50,000 to \$60,000. TT minimum raised from \$65,000 to \$71,500. 10% raise at each rank for both tracks.
- Professional development funds increased and equalized across tracks: Year 1: \$1,000 + \$750 travel
Years 2-4: \$1,200 + \$900 travel

Raise Implementation	
Year 1 (2022-23):	
1.	Promotion
2.	Equity (\$2,500 to all)
3.	Merit
4.	Minimums
5.	Compression
Years 2-4:	
1.	Promotion
2.	Merit
3.	Compression & Equity

Provide physical & technology infrastructure to support successful work

- Computers: \$1600 every 4 years plus cost of 4 yr warranty
- Access to a private office, lab, studio, and classroom space as needed
- Clearer process for requesting and verifying maintenance
 - timelines for different types of maintenance and health/safety requests
- Regular cleaning of work spaces at least once per semester, faculty can opt out
- University assistance for employment-related immigration benefits “as may be available”
- More accessible lactation resources and all-gender restrooms
- Online materials on alternatives to calling police, affirmation of gun-free campus
- Pandemic-related safety measures:
 - PPE added to list of safety equipment university must provide
 - Union or University may request meeting in response to public health emergencies

Ensure job security & access to opportunities for NTT faculty

- Agreement to assess the use of long-term visiting positions
- Shorter path to multi-year contracts: 1-1-1-3-(5)
- Earlier Reappointment Notification:
 - April 1: admin emails unit heads to encourage reappointment ASAP
 - May 15: units must notify of (non)reappointment or send deferral letter
 - July 16: final deadline for notification (same as last contract)
- 1 year of notice for faculty with 10+ years of service at UIC

Strengthen support for mentorship and faculty career advancement

- Ongoing collaboration with the Senate & admin on NTT professional leaves
- Colleges and schools must develop and implement a mentorship plan
- Bridge 2 Faculty (B2F) inclusion in NTT contract during postdoc years
- Guidelines on Teaching Prof ranks to protect from misuse

Amplify Faculty Voice in Shared Governance

- All faculty have stated right to participate in governance
- Units and colleges must post bylaws and policies in a place accessible to faculty
- February 2024 deadline for creating policies

What should my unit be working on through shared governance?

In the next year:

- Procedures around reappointment & promotion
- Workload policy
- Amended unit policies to add teaching ranks (if unit is using them)

ASAP: colleges and units must post bylaws & policies in place accessible to all faculty

Colleges and schools: Mentorship plan (no timeline)

Prioritize Accountability & Care in the Workplace

Protect all community members from bullying, harassment, and discrimination

- New, clear statements against discrimination, harassment, sexual harassment, and bullying
- Supportive measures to remove faculty from discriminatory or harassing environment

Define a fair discipline process for all faculty

- 10 day timeline to receive copies of personnel files upon request
- NTT discipline (no change): Verbal warning→ Written warning→ Suspension→ Dismissal
- TT discipline: union representation on committee addressing discipline procedures
- More transparency around OAE investigations

Provide sufficient disability & mental health resources for students, faculty, & staff

- non-contractual commitment to clear goals with faculty and student participation in an existing committee to study the issues and implement a strategy

Create a streamlined and functional grievance process

- Longer timeline to file grievance
- Require supervisor to show up for grievance meetings rather than labor relations reps

Bargaining for the Common Good

Certain things like wages and working conditions are mandatory subjects of bargaining - management is legally required to bargain with us about them. Everything else is considered a permissive subject of bargaining - we can bargain about it if both sides agree, but there's no legal requirement to. A union cannot legally strike over only permissive subjects of bargaining. Essentially, labor law is set up to prevent us from bargaining over things like resources for our students.

Bargaining for the common good is the practice of bringing permissive, community-oriented topics to the bargaining table anyway. K-12 teachers unions have largely led the way on this, and we are one of the first higher ed unions ever to strike over common good issues. Ultimately, the power of the union comes from organizing and direct action, not labor law. While we didn't get as much as we wanted on these issues, the written commitments we won are a starting point for organizing outside of bargaining. Our strike started a conversation about student mental health and access to disability supports that we are now continuing through organizing with students, staff, and other community members.