

Requests from the Forum that we have agreed to

For non-TA articles, this includes whatever we have agreed to as of our August 28 bargaining proposal.

Article 1, Recognition (TA):

- Change of FLMT to Faculty Labor Meetings with meetings as needed instead of monthly
- Addition of mention of Senate as shared governance interface
- Agreement that Senate will exist for the term of the contract

Article 2, Forum Rights (TA):

- Addition of many specifics around dues deduction
- Agreement to share contact information of bargaining unit members
- Agreement to allow time at new faculty orientation (note: we have agreed to more than the legally required time)
- Agreement to allow meetings related to employment relations during work hours and other meetings outside of work hours/during breaks

Article 4, No Strikes and Lockouts (TA):

- Change of Forum's responsibility regarding unlawful strike activities from securing an immediate return to work to communicating with their members that they should immediately return to work
- Addition that the College will not engage in a lockout during the term of the contract

Article 5, Grievance Procedure (TA):

- Addition of grievant rights section
- Addition of meeting with supervisor to discuss grievance

Article 6, Faculty Appointments (TA):

- Agreement to provide notice of nonrenewal to adjunct, full-time temporary, probationary faculty by May 15
- Agreement to reduce eligibility timeline for two-year adjunct contracts from five years to four
- Agreement to add a process to send out request form for two-year adjunct appointments, including acceptance of specific Forum conditions related to the mechanics of the request process
- Addition of interview rights for qualified adjuncts and full-time temporary faculty
- Addition of provision to articulate in writing any agreements to count temp years toward promotion and tenure
- Reduction of probationary timeline from five years to four
- Addition of information about right of return

Article 7, Salary Compensation:

- Agreement to decouple salary schedule from promotion
- Agreement to place all new faculty in one of three tracks at step 1 and have salaries align at tenure
- Agreement to shorten number of steps to fifteen (new in 8/27 proposal)
- Agreement to have defined percentage increases between steps

- Agreement to have annual percentage adjustments of all salary schedules
- Addition of longevity increases
- Agreement to remit a written record of placements to FFEC within two weeks of the start of new hires' first term (new in 8/27 proposal)
- Increase in full-time and adjunct pay
- Increase in overload rates and agreement to not step down rates for higher overload levels and to define rates as percentage of base salary rates
- Increase in summer rates and agreement to define rates as percentage of base salary rates
- Agreement to place adjuncts up to step 3
- Agreement to re-place returning adjuncts on the salary schedule where they left

Article 8, Teaching Assignment, Compensation, and Agreements:

- Agreement to allow faculty to decline without prejudice assignments with a break of over 6 hours
- Increase of required notice to schedule outside of home campus or before 8am/after 5pm to two terms
- Addition of appeals process for assignments outside of home campus or before 8am/after 5pm
- Agreement to increase lab load to 0.75 load units per weekly contact hour
- Agreement to increase small ensemble load to match large ensemble load
- Agreement to increase clinical load to 0.9 load units per weekly contact hour
- Agreement to change large class size bump from a fixed amount to a multiplier
- Agreement to include a table defining non-instructional load for large registered advisee rosters
- Agreement to provide reasoning for denial of non-instructional load requests in writing
- Allowance of more load for Forum President and Faculty Senate Chair
- Agreement to compensate full-time faculty for successful completion of Online Teaching Certification
- Agreement to extend compensation for online course development to the online portion of hybrid courses
- Addition of language allowing exceptions to the online course development stipend process
- Agreement to provide overload data to FFEC
- Addition of an administrative workload review process, resulting in a written summary
- Agreement to reduce contract days from 179 to 176 by the third year of the contract

Article 9, Fringe Benefits:

- Increase to sick leave for adjuncts
- Increase to number of personal days, with removal of restrictions around being in conjunction with a holiday and being during finals week on a day when the faculty does not have a final exam scheduled, and addition of exception to restrictions for religious holidays
- Addition of non-related (friend) option for bereavement leave
- Agreement to meet and evaluate costs to switch from composite to tiered insurance for full-time faculty for plan years 2027-28 and 2028-29, with the intent to adopt the most cost-beneficial model (new in 8/27 proposal)
- Addition of clarification that the number of terms requested for a sabbatical should not be a significant factor in consideration
- Allowance for a single-term sabbatical to have the LU spread out over multiple terms

- Removal of requirement that no more than 1 faculty member per department can be on sabbatical during a term
- Increase in number of sabbatical terms from seven to eight
- Agreement to allow the total of College and outside sabbatical funding to be increased to 125% of salary
- Removal of barring tuition waiver students from courses in certain situations

Article 10, Discipline and Dismissal (TA):

- Addition of language requiring the College to inform faculty of Weingarten rights in all written notices during any discipline and/or dismissal processes
- Addition of pre-dismissal notice in writing

Article 12, Evaluation and Personnel Files (TA):

- Addition of various processes and timelines to the right to review evaluations
- Agreement to provide training on evaluation
- Removal of restriction on grievances related to the first section of this article
- Addition of outlining criteria and process for plans of assistance (now called Memos of Expectations)
- Addition of requiring unfavorable evaluative information to be presented to the employee before being placed in the file
- Addition of recognition of right to initiate review and removal of inappropriate student evaluation comments

Article 13, Promotions (TA):

- Agreement to collapse Assistant Professor ranks
- Agreement to make the Assistant Professor (probationary) timeline four years
- Agreement to automatically promote to Associate Professor upon awarding of tenure
- Reduction of eligibility timeline for promotion to Professor from five years to four
- Agreement to add a \$5000 merit bonus for promotion to Professor

Article 14, Professional Improvement (TA):

- Shortening of timeline for funding eligibility for full-time temporary faculty and adjuncts (we proposed this)
- Reduction of requiring four-year Professional Improvement Plans from “until senior cell is reached” to “three four-year cycles”
- Increase in funding allocation for full-time temporary faculty
- Agreement to provide a more detailed spending report related to funds moved from the PIP account
- Agreement to allow the total of College and outside professional development funding to be increased to 125% of salary

Academic Freedom (TA):

- Agreement to add this as an article
- Agreement to include academic freedom GPM language and language around assigning grades being the sole responsibility of faculty

Tenure (TA):

- Agreement to add this as an article
- Reduction of timeline until eligibility from five years to four
- Agreement to add some language from GPM around awarding of tenure and exceptions