

UNITED ACADEMIC ADJUNCTS

LOCAL #6054, APEA/AFT (AFL-CIO)

PROPOSED COLLECTIVE BARGAINING AGREEMENT

The following are the “Tentative Agreements” for a new Collective Bargaining Agreement. If ratified by the Association membership, this package will go to the Board of Regents for approval. If rejected, the bargaining team will be sent back to the table for continued bargaining and /or a declaration of impasse. The Negotiating Team endorses the proposed agreement.

Highlights of the Agreement

- ✓ **Term of Contract:** Three years – July 1, 2025- June 30, 2028.
- ✓ **Pay Range Scale**
 - The pay grid will be increased 2.75% July 2025
 - The pay grid will be increased 3.00% July 2026
 - The pay grid will be increased 3.25% July 2027
 - Employees will progress at 11.5% after 0-5 semesters taught and 11% after 6-11.
- ✓ **Title for Adjuncts can be found in Board of Regents policy 04.04.030.B & E(1).**
- ✓ **The University does not have any control in the membership form and there is no more drop form. All union membership goes through the union.**
- ✓ **The Regent’s Award has been changed to the President’s Award.**
- ✓ **Compensation for teaching a class with low enrollment increased from \$120 to \$130 per student per credit.**

Specific Changes by Article

- **Article 1, Agreement and Duration;** Dates have been updated.
- **Article 3 Recognition;** Paragraph 3.1 added the Board of Regents policy 04.04.030.B & E(1) and the list provided was struck.
- **Article 4 Deductions and Membership Dues;** Paragraph 4.1.1 language added about the dues and deductions being effective for members while employed by the University. Language describing the Union’s responsibility in providing notice a change of the bargaining unit members. Language about the form being provided by the union

was added. Language about the form being on the University website was struck. 4.1.2 Language added protecting the University from a grievance arising out of this article unless the University was negligent. 4.1.3 Date change. 4.1.5 language added describing University's responsibility for dues and membership.

- **Article 5 Union Representatives, Rights, Membership Lists, Union Activities and Email Use;** 5.5 Language struck to align with article 4. Language was changed from contract to agreement.
- **Article 8 Construction of the Agreement;** 8.3 language was added about if a change is to be made there must be a meet and confer.
- **Article 9 Faculty Status : Appointment, Evaluation, Rank, End of Appointment;** 9.1 grammatical change. 9.6 increase in compensation per student per credit if low enrollment.
- **Article 10 Personnel Files; Contents of Personnel Files;** 10.8 language including the union authorized by the bargaining member was added.
- **Article 13 Salaries;** 13.1.1 language of paystubs was added and pay period advices struck. 13.2 an increase in salaries of 2.75% 3% and 3.25% over the three years with date changes. 13.3 grammatical change. 13.4 the Regent's adjunct faculty award was changed to President's adjunct faculty award. 13.5 all the years were updated.
- **Article 14 Personnel Benefits;** 14.5 and 14.6 grammatical changes
- **Article 15 Working Conditions, Availability of Parties Meetings;** 15.4 struck by teleconference added virtually.

All other terms and conditions of the current contract will stay the same.