

**The Departmental Liaison Council of Akron-AAUP has voted NOT to recommend ratification of the university's proposed last, best, final offer Collective Bargaining Agreement.**

After extended discussion, the Departmental Liaison Council of Akron-AAUP voted 30 to 13 to NOT recommend ratification of the last, best, final collective bargaining agreement offer from the university.

The Liaison Council is composed of member representatives from almost every department with Akron-AAUP members. This was not a unanimous vote. One factor considered in favor of ratification was the guaranteed severance pay if the contract passes and a waiver is signed. The uncertainty surrounding arbitration - specifically about who would be laid off - was also considered for those casting a positive vote.

The full texture, nuance, and passion of our discussions cannot be fully communicated in this summary; however, below are some of our reasons brought forward for opposing ratification.

- This action would have a devastating effect on the educational opportunities for students, particularly in departments losing the preponderance of, or in some cases all, permanent faculty.
- Force Majeure was seemingly only used on faculty and not on other contract holders with Force Majeure contract provisions (such as athletics coaches).
- Criteria for creation of the reduction in force list have not been provided, leading to a belief that favoritism and retaliation played a large role in who was laid off.
- The university did not provide supporting financial data in a timely manner so that it could be analyzed and verified independently by a union designee.
- The reduction in force list presented includes a distressing number of international faculty, older faculty, women, and BIPOC.
- There is not a sense that there has been truly shared sacrifice at the university, specifically regarding upper administration pay cuts, lay off of administrators, or cuts to the athletics program, for example.
- The decision to cut faculty does not seem driven solely by monetary issues, but rather by a desire to reduce the number of permanent faculty (especially tenured faculty).
- Academic freedom for both tenure and non-tenure line faculty nationwide and at the University of Akron are threatened if this unprecedented decision stands.

**For these reasons, among others, the Departmental Liaison Council does not recommend ratification of the last, best, final offer the university put in front of the Akron-AAUP negotiating team before negotiations ended.**