

OUR BARGAINING PLATFORM

1) TENURE PROTECTION: Force Majeure needs to be removed from the contract to improve job security for all faculty and to protect tenure.

2) HONESTY AND FINANCIAL TRANSPARENCY: Wage and Benefits proposals will be advanced that accurately reflect the current state of the Universities finances, and not speculation about future catastrophes.

3) STRONGER FACULTY PROTECTIONS AGAINST RETRENCHMENT: We will bargain clearer language around the order of release of all faculty, TT and NTT, with rank and tenure taken into consideration. Additionally, all non-bargaining unit faculty should be released before any bargaining unit faculty in retrenchment and the financial circumstances triggering retrenchment must be clearly defined.

4) SHARED GOVERNANCE: We will propose a standing committee with membership from the Faculty Senate, Akron-AAUP, the Administration and the Board of Trustees.

5) JOB SECURITY FOR NON-TENURE TRACK FACULTY: NTT faculty should have longer fixed terms, and it should be clear that the administration cannot fire NTT with no notice.

6) COMPENSATION FOR ONLINE TEACHING AND COURSE DEVELOPMENT: We need to align distance learning policy with today's reality. The pandemic introduced all BUF to distance learning by force. Our CBA must reflect the realities of teaching and course development over the past year.

7) BUILDING A CAREER AT UA: Currently most NTT faculty who want a TT position have to apply elsewhere. Qualified NTT faculty should be guaranteed an interview for open TT positions at UA.

8) TENURE CLOCK EXTENSIONS: We will propose tenure clock extensions in cases of serious illness, becoming the primary caregiver for a family member, being called up for military service, immigration issues, and/or unforeseen circumstances due to the pandemic.

9) STIPENDS FOR NON-TENURE TRACK FACULTY: Stipends for significant service assignments given to NTT.

10) IMPROVE THE NTT APPEAL REVIEW PROCESS: We will propose to realign the NTT evaluation calendar with the TT RTP calendar.

11) HELP OUR FORMER COLLEAGUES: Relief for faculty on the RIF list will be proposed.

12) RETIREE DEPENDENT HEALTHCARE BENEFITS: We will advocate to maintain retiree dependent healthcare benefits.