

## **Summary of Tentative Agreement for Loyola University**

### **Article 7 (Equal Employment Opportunity & Non-Discrimination)**

Any Title IX complaints shall go through the Title IX process. Any union member who is either the complainant or the accused shall have the right to include a union representative or steward in the process. Any changes to the Title IX process made by the Federal Government shall be subject to further negotiations between the union and the Administration.

### **Article 13 (Promotion)**

Full-time Unionized Faculty members (other than Temporary Faculty) may participate in the College of Arts and Sciences Rank, Tenure, and Leave Committee.

When a candidate up for promotion notifies their departmental chairperson in a timely manner, the departmental chairperson shall send a confirmation email to the candidate acknowledging receipt. If a departmental chairperson does not begin the promotion process after receiving such timely written notification from the candidate, the candidate shall not be negatively impacted and shall be given sufficient time (no less than thirty (30) calendar days) to submit their packet of materials.

### **Article 17 (Professional Development)**

All Full-Time Faculty will have access to funds regardless of probation. Additionally, funds may be used for technological purposes.

The maximum reimbursement for an individual Unionized Faculty member shall be \$600 per fiscal year, except that if by March 1<sup>st</sup> of any year more than \$10,000 remains in the Professional Development Fund, eligible Unionized Faculty members may apply for a second time for such a reimbursement up to an additional \$600 per fiscal year. Priority consideration shall be given to those Unionized Faculty members applying for a first-time reimbursement.

### **Article 20 (Workload)**

Effective at the beginning of the 2021-22 academic year: (1) courses with a minimum enrollment of

one hundred (100) students with no discussion sections shall be counted as equivalent to two (2) standard three-credit hours courses if the course meets the minimum number of students enrolled at least three (3) weeks before the start of the semester in which the course is to be taught; (2) courses with at least three (3) discussion sections taught by the same Unionized faculty member shall be counted as equivalent to two (2) standard three-credit hour courses; and (3) courses with two (2) discussion sections taught by the same Unionized Faculty member shall be counted as equivalent to one and one-half (1.5) of one (1) standard three-credit hour course. Creation of a course under this Section 20.1(F) shall require approval from the Dean of the College of Arts and Sciences or his/her designee.

Credit hour requirement dropped to 570 per academic year.

Faculty can request either a course release OR additional compensation for certain roles or under certain circumstances. The decision between course release or compensation shall ultimately be up to the faculty member.

Circumstances that qualify for a course release or compensation:

- \*English and Math placement exams
- \*Coordinating physics or biology labs for more than 30 sections
- \*Service role for which a TT faculty member receives a course release
- \*Coordinating courses with multiple sections
- \*When a faculty member contributes significant work towards putting on a production
- \* When a faculty member is assigned seven (7) or more writing intensive and composition classes or seven (7) or more engaged learning and composition classes in a single academic year

Full-time Unionized Faculty members (other than Temporary Faculty) who have completed their probationary period as described in Section 25.7 of this Agreement, and who wish to participate in projects or activities that require their absence from teaching and other responsibilities at the University shall be eligible to apply for an unpaid leave as described in, and in accordance with, Chapter 6(A)(5) of the Faculty Handbook. Any such approved unpaid leave shall not be considered a

break in service for purposes of this Agreement. During any such approved unpaid leave, the full-time Unionized Faculty member shall be eligible (or ineligible) to receive benefits on the same terms and conditions as full-time non-unionized faculty in the College of Arts and Sciences who are on such unpaid leaves in accordance with the University’s eligibility criteria, policies and plans as they may be amended by the University from time to time.

Commencing with the 2021-22 academic year, part-time Unionized Faculty members shall be eligible for up to three (3) weeks of paid leave (“Parental Leave”) if the Unionized Faculty member has (i) given birth to a child, (ii) is a spouse or partner of a person who has given birth to a child, or (iii) has adopted a child or been placed with a foster child (in either case, the child must be age 17 or younger).

**Article 21 (Access to Services)**

The University shall reasonably cooperate with any former Unionized Faculty member who has been requested by a current or former student of the University to provide a letter of recommendation for that student.

**Article 23 (Compensation)**

New Rates as of 7/1/2021

Rank	Number of Academic Years Unionized Faculty Member Has Taught Full-Time at the University*			
	Less than 3 full academic years	Less than 3 full academic years	Between 3 and 6 full academic years	More than 6 full academic years
	Without a terminal degree or equivalency**	With a terminal degree or equivalency**		
Lecturer	\$58,982	\$61,054	\$64,160	\$66,955
Advanced Lecturer	N/A	N/A	\$66,955	\$70,579
Senior Lecturer	N/A	N/A	N/A	\$76,549

Part-Time Rates:

<b>Degree</b>	<b>Standard Pay Rates Per Credit Hour</b>
With a Terminal Degree or Equivalency	\$2,225
Without a Terminal Degree or Equivalency	\$2,010

Hourly rates increased to \$74/hour

Adjunct Instructor rates increased to \$2,440, or \$80.33 per hour for those “Adjunct Instructors” paid on an hourly basis.

Temporary Faculty rates increased to \$58,000

\*\*Everyone will get the merit increase on January 1, 2022 and in subsequent years

**Article 24 (Term of Agreement )**

Four-year contract

**Article 25 (Appointments & Re-appointments)**

During the term of this Agreement, the University agrees to (i) create at least fourteen (14) regular full-time non-tenure track appointments in the College of Arts and Sciences through the consolidation of existing part-time appointments, and (ii) replace at least six (6) Temporary Faculty positions with regular full-time non-tenure track appointments in the College of Arts and Sciences.

For full-time Unionized Faculty members (other than Temporary Faculty) who have completed their probationary period as described in Section 25.7 of this Agreement and who have multi-year contracts, after the completion of their probationary period (i.e., after the second consecutive year of service), written notice of non-renewal of the contract shall be given by the University to the Unionized Faculty member at least twelve months prior to the expiration date of the current contract, otherwise an

additional one-year terminal contract shall be provided. The notices are issued by the Senior Academic Officer.

Probation Period- If a Unionized Faculty member has a gap in service of less than five (5) years, their previous time teaching at the University will be counted towards their probationary period.

Part-Time Faculty Appointment Notification-- If you have a one-year appointment, you will receive a notification of your classes by July 1<sup>st</sup>. If you have a two year appointment, you will receive notification by May 1<sup>st</sup>.

### **Article 32 (Faculty Handbook)**

If a new edition of the Faculty Handbook is approved and published by the University during the term of this Agreement, the 2015 edition of the Faculty Handbook shall continue to govern, provided however, that the parties will work together either via Labor Management meeting or effects bargaining to reconcile and address any issues that may arise as a result of the publication of any such new edition. Any and all such amendments discussed in the matter described above will be formalized as a Memorandum of Understanding and be considered part of the Collective Bargaining Agreement.