

Friday, February 21-

Dear Colleagues,

The negotiations for Faculty Forward LUC's third contractual bargaining agreement have begun! Our first bargaining session began with union leadership presenting our [vision statement](#) for these negotiations, along with the results of our member survey (which we will share soon). LUC administration shared that it was helpful for them to see our perspective from these presentations. Many thanks to everyone who contributed to them!

Please note: all proposals presented at this first session were presented by our union, Faculty Forward LUC. Contract negotiations generally begin with non-economic issues. We chose to begin our negotiations with proposals we hoped LUC administrators would be amiable to so as to efficiently move forward in our bargaining process. We will build up to our economic proposals, but that in no way means that our non-economic proposals aren't just as important to get right along the way! We must work together to best craft every aspect of our next CBA to serve everyone in our union, but we can't do that without the involvement of all of our members. We encourage you to come join us whenever you can at any and all of our bargaining meetings, and/or to contribute your voice to our online organizing efforts however you see fit. All contributions are welcome and appreciated!

The first proposal we presented in our negotiation session on Tuesday, February 18th was an orientation clause about how to introduce new faculty to our union for section 4.3 of our CBA, Union Rights. In an effort to make sure that new members are aware of their responsibility to stay within good standing, our proposal asked to have a union steward present at new faculty orientation events. Management agreed that this was an important issue that has "fallen through the cracks," but they disagreed with new faculty orientation being the place for the union to meet and inform its newest members about our union and their rights within it.

Next, we took up Article XXVII, Management Rights and Responsibilities. We sought to add "provided these rights are not exercised in an arbitrary and capricious manner" to this clause. Management stated they preferred these issues be handled more informally in Labor Management meetings, rather than formally addressed in writing.

The third and last proposal of the day involved faculty classifications being changed and clarified in our contract under article XVIII, Faculty Classifications. With this proposal, we are seeking to establish a professional system of titles for both FT NTT and PT NTT faculty. We feel these new titles clearly value all of our members and their contributions as faculty. Said titles would set a common standard of reference across similar academic institutions

as they are in keeping with those used at University of Chicago and Northwestern. Administration welcomed this proposal.

We went on to ask that our negotiations be held in hybrid form for maximum member accessibility and participation. Management is against this idea, and is asking for all sessions to remain in-person only except for the March 7, fully-online session.

Our next bargaining session is Friday, February 28, 9am-1pm in the Simpson Hall Multi-Purpose Room, 6333 N Winthrop Ave, Chicago, IL 60660. We will present more proposals at that meeting and are looking forward to seeing what management will propose then as well.

All members are encouraged to come to any and all of our union contract bargaining meetings, even if they cannot attend the full session. We appreciate our members' time, and welcome everyone to come in and out as their teaching schedule and other responsibilities permit. All full-paying Faculty Forward LUC union members may actively participate in the bargaining process, but can also simply observe. The more we show up during this process, the more the administration will see how united we are as a union. Member unity and representation build our power to win the pay we have earned and the work/life balance we deserve. We have heard from you via our survey and our member meetings just what you want to see changed in our third union contract. Now is the time for us all to show up so make those changes together.

Please see [Loyola Faculty Forward Updates](#) for union resources, member testimonials in support of bargaining goals, a list of union stewards, and more.

If you are not yet a full member of our union, now is the time to join. You can sign a member card [here](#). Since the union is faculty using power in numbers to win improvements, more members means more leverage with Loyola at the bargaining table. We look forward to seeing you at bargaining.

In solidarity,

The Loyola Chicago Faculty Forward Bargaining Committee