

Monday, March 10 -

Dear Colleagues,

Here is your recap of our third union bargaining session for our third union contract. We are making progress in our negotiations thanks in large part to every member who has attended a bargaining meeting!

Around 35 of our members were able to attend some or all of this fully online session, and their input was crucial. When members attend a bargaining session, they are able to see and hear firsthand what is being said from both sides of the negotiating table. Unionized faculty can then weigh in on issues in which they have knowledge and experience in real time. Our union contract can better serve the diverse needs of all of our faculty when members from various departments, disciplines and positions all share their perspectives in the process of researching, writing and negotiating it. Thank you to everyone who has attended a session and contributed to our contract thus far!

We were especially thrilled to see a good number of our part-time faculty members in attendance at our last session. Many of them informed us that the online format made their attendance possible. We are committed to making our union accessible to and for everyone. Thus, if holding future bargaining sessions on Zoom and/or having audio, visual and/or other accommodations at our in-person meetings would support you in attending and participating in our contract negotiations, please reply to this email and let us know. The bargaining team can then amplify our members' needs to LUC administration and better advocate for equitable access for us all.

The bargaining session was frustrating because management, instead of constructively engaging with and responding to many of our proposals, either rejected them outright or responded in a way that completely defanged them.

It was management's opinion that many of our proposals are solely in response to politics and the current governmental administration in the U.S. in Washington. We think differently. But we do see our union contract as a way to fight back against unjust societal change inside and outside of our university. We understand the pressure the university administration is under and the care it is taking to secure Loyola's social justice mission heritage through teaching. The union and unionized faculty want to support our university in this. Our proposals seek to strengthen existing laws that serve our social justice mission by memorializing and enforcing them. Though city, state, and national laws may change, the vested rights we establish in our contract rules stay in place until someone takes the time and energy to change them. We can all work together to protect and support faculty, staff, students and our community as a whole.

In other cases, management acknowledged that our proposals spoke to serious problems– but then insisted that our union contract was not the place to address them. Instead, they essentially asked us to trust them to address these issues on their own, without the accountability a union contract creates.

Session #3 began with management offering three counter proposals to speak to the five proposals we presented in our last session. They accepted our language on initiating grievance at Step 3 in cases involving dismissal. We are close to a tentative agreement (TA) on **Grievance and Procedure**.

Management rejected our proposal on **Academic Freedom**. Their rationale was the desire to keep a single university standard on Academic Freedom. We expressed our concern that the current CBA language refers to the Faculty Handbook (Article 5) which states that Academic Freedom is protected by tenure. That's just not good enough when more than half the faculty in the College of Arts and Sciences are non-tenure track faculty. Management agreed that the Faculty handbook language is skewed to tenured faculty and worth revision.

Management rejected our **Accessibility** proposal. Here again, they do not want separate rules for unionized and non-unionized faculty and also feel the university already has appropriate policies in place. Instead, they proposed adding something to **Non-Discrimination** on following the Americans with Disabilities Act (ADA), rejecting our advocacy of incorporating best practices in accessibility that have developed since the passage of the ADA in 1990.

Management rejected our **Immigration** proposal outright and presented us with a new proposal, Proposal 25.11, Termination of Employment for Failure to Comply with Immigration Laws. For international faculty on H1B visas in CAS, the university currently sponsors full-time faculty only. Temporary and part-time faculty H1B visas are not sponsored. Members can email HR or CAS to find university policy around immigration.

Our next bargaining session will be Tuesday, March 18, 9am-1pm in the Simpson Hall Multi-Purpose Room, at 6333 N Winthrop Ave, Chicago, IL 60660.

Please plan to attend a bargaining session, even if you can only make it for a bit. You do not need to be present the entire time. We understand that our members are busy, and expect everyone to come in and out as their schedule permits. You are welcome to be active in the bargaining process but can also simply observe. The more we show up during this process, the more productive the process will be!

Please see Loyola Faculty Forward Updates for union resources, member testimonials in support of bargaining goals (which we encourage you to contribute to), and more.

In solidarity,

The Loyola Chicago Faculty Forward Bargaining Committee