

Monday, March 4 -

Dear Colleagues,

We met for our second bargaining session this past Friday. About 20 members attended part or all of the session. It was wonderful to see so many different departments represented! Below you will find the recap. Please feel free to reach out to your department's steward if you have questions or comments.

Our next bargaining session will be held on Zoom this Friday, March 7, from 9am-1pm. To attend, please register at [this link](#).

We have proposed having hybrid in-person-Zoom bargaining meetings to better accommodate members, such as part-time faculty working at multiple schools, allowing more members to participate. Management has rejected this idea. They have agreed to do this session by Zoom since it falls over Spring Break. If you can't make the in-person meetings, we encourage you to attend at least part of this session.

Friday's session began with management responding to the proposals we presented at the first bargaining session: Orientation, Management Rights, and new position Titles.

The administration rejected our proposed language changes to allow a union representative to attend **orientation** events for new faculty. They feel they already meet their obligation to inform new faculty about union membership by providing updated member lists and the use of University facilities to the union.

The administration also rejected proposed changes to **Management Rights**. It is management's view that adding the new language, "...provided these rights are not exercised in an arbitrary and capricious manner..." fundamentally changes management rights, even though this language is commonplace in union contracts. The Faculty Forward team proposed this language to give faculty more agency and support. Management would like to hear specific examples of how this language would better serve union members. If you have an example of arbitrary and capricious management to share, please share them by responding to this email.

Management welcomed our proposal for new **titles**. There is a current Titles and Promotion Committee working on titles and our management wants to see what that committee decides before agreeing to the language we proposed. The committee is composed of various stake holders including chairs, deans, and a representative from Faculty Council.

We then proposed updates to the Grievance and Arbitration and Non-Discrimination clauses, and we introduced three new articles: Immigration, Accessibility, and Academic Freedom.

Our proposed language on the **grievance procedure** would modify the process for certain kinds of grievances. A grievance is a claim by members that the employer has violated, misinterpreted, or misapplied the collective bargaining agreement, a past practice, or law.

Under our proposed changes, cases involving termination of employment or two or more members (a group or all-affected grievance) would expedite the process of holding management accountable by beginning the case at Step 3.

We then introduced an article on **immigration** seeking to clarify communication and timelines for faculty with visa sponsorship. Management listened and said they will take it into consideration and will see if they feel it is actually in the university's best interest. They claim that they have never sponsored visas for part-time faculty and feel it is incumbent upon members to understand their own status and issues around their visa. If you are a part-time or full-time member who has had their visa sponsored by the University, let us know by responding to this email.

Our proposal on **accessibility** builds on the ADA (American with Disabilities Act) to help make Loyola a workplace where faculty with disabilities have access to resources and accommodations that make it possible to do their job. There have been evolving best practices around the ADA since it was first implemented in 1990 and we want those best practices used by Loyola, ensuring that all members of our community have access to participate in the life of the institution and community.

Our goal for the changes proposed to the **Non-Discrimination** clause is to make sure union members are insulated from political pendulum swings. It is our feeling that having this language in our contract would give union members, and the administration, extra legal protection.

The last proposal that we introduced was a new **Academic Freedom** clause. This new clause addresses the need for extra protection for both our members and the University to continue honoring our shared mission. The administration has concerns about tension between Academic Freedom and the university's rights to determine curriculum.

Our next session will be held on Zoom Friday, March 7, from 9am-1pm. We hope to hear counter proposals from the administration on what we proposed on Friday.

Thank you so much for reading! 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 expect members to come in and out as their teaching 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 the administration will see how strong we are!

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

In solidarity,

The Loyola Chicago Faculty Forward Bargaining Committee