

Thursday, March 27 -

Hello Colleagues,

Thank you to everyone who has agreed to write, read, and/or edit one or more of our current and/or upcoming proposals for our union contract! Your input has been and continues to be crucial. Our plan now is to present the rest of our non-economic proposals at the next bargaining session on Tuesday, April 8. The list of articles we plan to propose for our contract on April 8 includes Office & Studio Space, Faculty Evaluations, DEI and MFAW Recognition. We also plan to re- or counter-propose revised versions of our Accessibility, Immigration, and Non-Discrimination articles as well. You may stay abreast of where all of our proposed articles are in the negotiation process via our [LUC-FF Bargaining Tracker](#).

Our last bargaining session on March 18 was a mixed bag. We got our first tentative agreement (TA) on [Grievance and Arbitration](#), and the administration finally understood the reasoning behind our Orientations proposal and has agreed to add language to Union Rights 4.3. [Union Rights- Orientation](#). This language states that LUC administration will alert the union to the date, time and location of new faculty orientations in the future. We will then be able to set up our own adjacent orientation for newly hired CAS NTT faculty to attend to learn about their rights as new union members on that day as well. They also agreed to alert new faculty to our orientation during the university's orientation event. Once we clarify some language around notice for new part-time faculty, we should reach a tentative agreement (TA) on this proposal soon.

The administration's bargaining team once again delivered a hard no to our proposal on [Academic Freedom](#). Due to the LUC administration's intractability on this matter, our union needs to decide whether to keep the current language unchanged, or ask to memorialize the current Faculty Handbook statement on Academic Freedom instead. If you would like to weigh in on this decision, please reach out to us at facultyforwardluc@gmail.com and/or share your comment(s) directly in our Academic Freedom Google doc. Please utilize our [Faculty Forward LUC Courageous Space Agreement](#) for guidance on how to contribute to our proposals, etc.

Our remaining non-economic articles are [Immigration](#), [Office and Studio Space](#), [Inclusive Excellence \(DEI\)](#), Faculty Evaluations and MFAW Recognition. The LUC administration team claims that our union members do not care about issues such as academic freedom, immigration, D.E.I. nor accessibility. They have accused the union's bargaining team of political posturing/virtue signaling by putting forth these proposals. They believe our union contract can and should solely impact unionized faculty, and neither can nor should be used to serve the common good of the whole of our community at LUC and beyond. LUC

administration bargaining team members have told us that they just want to get to our economic proposals. They claim our union members only care about monetary issues in our contract as well.

Based on what our union members have shared with us prior, and all that our members actively show by LUC's social justice mission in general, we believe our members do care about these matters. However, we want to be sure that we are best representing you at the bargaining table. Thus, rather than assuming your perspective, we are asking for your input on these issues.

Do you believe accessibility, immigration and DEI issues should be addressed in our union contract? Please reach out to tell us why. Have you had a challenging experience around immigration, DEI and/or accessibility at LUC? If you have, and/or know of any instances in which others have been impacted by these matters, please contact us at facultyforwardluc@gmail.com and let us know. Communications will remain confidential at your request.

We can only create a contract that best serves all of our union members if every member contributes to it. Whether it is through commenting your suggestions in our proposals, sharing your experiences via email and/or attending a bargaining session meeting, we welcome you to get involved in our union in whatever way(s) best suits you.

In solidarity,

The Loyola Chicago Faculty Forward Bargaining Team