

***Tuesday, April 22, -***

Recap #6

Dear Colleagues,

Here is your recap of our sixth union bargaining session for our third union contract (CBA). We reached our third Tentative Agreement (TA) on [Personnel Files](#), and agreed to the dates and times of our next six bargaining sessions. April 28, 9-1, Cuneo 410

- May 12, 1-5, Location TBA
- May 20, 1-5 Location TBA
- May 27, 1-5 Location TBA
- June 10, 1-5 Location TBA
- June 16, 1-5 Location TBA

Management's counter-proposal on [Academic Freedom](#) refused to engage in even our most barebones, minimalist approach. Our proposal endeavored to protect our members by enshrining current LUC policy into our CBA. This approach would allow us the opportunity to negotiate for issues that are policy but not in the Faculty Handbook, changes in policy, and the fallout of changing laws.

Management proposed an article, Relationship to Faculty Handbook, that enshrines the 2025 edition of the Faculty Handbook in this third CBA. With this article, future changes to the Faculty Handbook would need to be negotiated through Labor Management. The revised 2025 Faculty Handbook is going to the Board of Trustees on May 1.

Management's counter-proposal to our [Immigration](#) proposal seeks to move it into the Appointments and Reappointments article. It states that sponsorship by the university is for full-time and renewable contracts only, and that temporary full-time, and part-time faculty, are not to receive visa sponsorship.

Management continues to want to minimize and blend our two proposals on [EEO & Non-Discrimination](#) and [Accessibility](#) into one. We can see here that they continue to be unwilling to extend the current list of protected human beings or to include our language around retaliation, noting in retaliation that the last clause currently states "any other characteristic protected by applicable law".

Management engaged with our proposal on part-time faculty evaluations with a proposed article entitled Part-Time Unionized Faculty. This article includes the current evaluation processes for part-time faculty which require evaluation after their first semester of

service. It also adds language that would bar part-time faculty members from being rehired should they not agree to subsequent evaluation.

In our last negotiation meeting, management asked us for a definition on seniority in regard to our proposal on [Office and Studio Space](#). We responded with the following proposed definition: [Seniority](#). Management appreciated our language but said the Office of General Council will craft the official definition.

Management objected to our proposal on [Inclusive Excellence](#) (formerly DEI) saying they see no necessity for our CBA to protect our members in this way. We disagree. Please share your experiences and opinions with us on Inclusive Excellence at [facultyforwardluc@gmail.com](mailto:facultyforwardluc@gmail.com). Management also stated that they want to be the ones to draft this definition. We look forward to seeing what they propose.

Lastly, management presented us with a proposed Term of Agreement of five (5) years. A three (3) year contract is standard. Thus, if LUC management expects us to honor their request to lengthen the term of our next CBA to 5 years, we will require LUC management to address our requests for substantial increases in pay, workload reductions, etc.

We are in the process of crafting and presenting our economic proposals. Please add your voice to the chorus by engaging with bargaining and the bargaining committee in any way you can. 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 you can also simply observe.

Decisions are made by those who show up. We worked hard to earn ourselves a seat at the negotiations table; now we must make our presence felt there. We hope you will decide to show management that unionized faculty will be part of the decision making process when it comes to the issues that affect our careers and our lives.

**Our next union contract negotiation meeting will be held on Monday, 4/28, from 9 a.m to 1 p.m. CST in Cuneo Hall, room 410.** We hope you'll join us there.

In solidarity,

The Loyola Chicago Faculty Forward Bargaining Committee