

***Tuesday, April 28, -***  
**Recap #7**

Dear Colleagues,

Here is your recap of our seventh negotiation session for our third union contract (CBA).

The Faculty Forward Bargaining Team proposed our first economic proposal, a rewrite of the course cancellation fee for part-time faculty: [Instruction \(formerly course\) Cancellation Fee](#). Management objected to both the extension of the timeline and the larger fee for course cancellation. Their argument was that this change will serve only to effectively force the earlier cancellation of courses as management has no intention to ever pay anyone for course cancellation, not recognizing the amount of work that goes into preparing a class even if it never runs.

Management rejected our proposal on [Inclusive Excellence](#) (the administration's new terminology for Diversity, Equity, and Inclusion). However, as they understand that we are not willing to withdraw this proposal, they said they would continue to discuss it internally.

We did reach one tentative agreement (TA) on [Academic Freedom](#). In this version, management agrees to ensure training in contract procedures for Human Resources, Department Chairs, and Program Directors. This language should help our members avoid future issues borne out of administrative ignorance about our CBA. We are in general agreement that this is a good model and have discussed extending it to other aspects of the contract.

At our next meeting on May 12, we look forward to management presenting their counter-proposals on [Health and Safety](#), [Office and Studio Space](#), and [Instruction Cancellation](#).

Meanwhile, we are working to put forth new proposals on [Workload](#), [Faculty Development \(formerly Professional Development\)](#) and [Faculty Evaluations](#).

In order to negotiate the best possible contract, we need to hear from as many members as possible! We invite you to join our union Bargaining Committee at any time. If you would like to help craft any of our upcoming economic proposals, please reach out to us at [facultyforwardluc@gmail.com](mailto:facultyforwardluc@gmail.com) for information on how to get involved and join our regular working meetings. You should utilize our [Faculty Forward LUC Courageous Space Agreement](#) for guidance on how to contribute to our proposals, etc.

**Our next contract negotiation session will be held on Monday, May 12, from 1-5 p.m.**

The meeting will be held in person, and we will share its location with you as soon as management shares it with us.

In solidarity,

The Loyola Chicago Faculty Forward Bargaining Committee