Given the current 10% budget reduction to account for realized shortfalls in Spring 2020 and an anticipated 10%+ drop in enrollment in Fall 2020 (continuing to Spring 2021), the administration has asked the union for adjustments to the current CBA. In return, we have requested retirement incentives and protections for pre-tenure and adjunct faculty.

After one week of circulation of this summary, you will be asked to ratify the substance of the agreement through an electronic voting platform. These changes were presented in a membership meeting on Wed, June 3, 2020:

Big picture:

> The current Collective Bargaining Agreement will be extended to August 31, 2022. All of our current benefits and protections will remain in place for an additional year.

Retirement Acceleration:

For those who have already entered into an irrevocable retirement agreement, we have negotiated the following acceleration packages for those who wish to be relieved of teaching responsibilities immediately (rather than return to campus):

> Pay according to remaining hours on your current agreement over the remaining time left on the agreement, with continued healthcare and benefits during that time (retirement contributions pro-rated)
>
> - Example: You have 3 semesters left and 13.5 credits remaining to fulfill the original agreement. You will be paid for those 13.5 credits over the remaining 3 semesters without having to teach during those semesters.
>
> For those with 2 or more semesters remaining, a one-year payout based on the average of their annual base salary and the revised salary based on remaining credits, with benefits for the next year (retirement contributions pro-rated).
>
> - Example: The 13.5 credits above would be averaged with an 18 credit baseload to create a payout equal to 15.75 credits paid out over the next academic year with no teaching responsibilities during that time.

One-time Exit Incentives:

For those who have NOT yet entered into an irrevocable retirement agreement, we have negotiated the following one-time exit incentive for those who wish to be relieved of teaching responsibilities immediately (rather than return to campus):

> For those individuals with 20+ years of service:
>
> - One year (18 credit baseload) of salary paid out over two years
> - Benefits will continue throughout the two year period (retirement contributions will be pro-rated)

- This is limited to the first 10 faculty who notify the office.

For both acceleration and exit incentives, deadline to notify the Provost office is no later than June 30, 2020. Please contact Rich Apollo for notification or assistance in determining final pay.

Changes to compensation:

All compensation increases set forth in the CBA will be deferred from September 2020 to September 2021. This includes:

- The 3% raise on all full-time faculty salaries and associated increases to adjunct rates, overload rates, per capita rates, etc.
- Promotion raises associated with change in rank
- Professor Incentives
- Adjunct longevity raises

Promotion and Professor Incentive applications will be considered and if awarded this year and the pay increase associated with the promotion will be applied BEFORE the 3% increase is applied next year.

The university will still contribute $750 to full-time faculty HRA accounts and will distribute to qualifying adjuncts the lump sum healthcare reimbursement outlined in 7.9(b), both occurring in January 2021.

Qualifying adjuncts may also continue to purchase healthcare benefits through the university per 7.9(a) even if their load drops below the 6 credit/semester cutoff due to section cuts this year.

Increased protections for the membership:

Underload protections increase to the ability to owe up to 3 credits per semester to a maximum of 9 credits for up to 3 years but still receive full salary during that time.

- If any faculty member attempts to make up the credits but is unable to before they depart the university, they will not be required to pay the underload back.

Faculty who have co-morbidities that put them at high risk of serious illness or death if they contract COVID-19 will, to the maximum extent possible, be permitted to perform their duties remotely with approval from the administration.

- If their entire courseload is not approved for online teaching, they may carry an underload and/or use sick leave on a pro-rated basis to still receive full pay.

Individuals can still receive change in rank / approval of Professor Incentives to start the next 6-year clock.

Sabbaticals and 3-credit research leaves will move forward for next year as normal.

Tenure extensions:

All tenure-track faculty may elect to extend their probationary period by 1 year by the following deadlines (note: you may choose to elect the extension sooner than the deadline):

- Those currently under review, by June 30, 2020
- Those who will be under review in AY 20-21, by June 30, 2021 (this allows for change in rank approvals to move forward)
- Everyone else, by August 31, 2021.

Individuals currently under consideration or who will be under consideration in AY 20-21 will retain positive recommendations for criteria 1, 2, and 3 in the case of an extension elected late in the process unless performance is substantially different during the extension year for reasons under the faculty member's control.

Any faculty member who previously accelerated their appointment timeline may revert to the original clock PLUS the one-year extension.

Any faculty member who did not elect an earlier possible extension (i.e., new child, elder care) may extend their clock to the maximum to which s/he would have been entitled PLUS the one-year extension.

Extensions are added to the current appointment (i.e., before their next reappointment/ review).

Tenure candidates still retain a terminal year if denied and all rights to grieve denials pursuant to the CBA.

Startup funds will be made available on Sept 1, 2020 and expiration dates will be extended for an additional year.

If extensions create overlapping candidates in departments and there is a financial argument to tenure fewer than the total number of candidates, seniority will be given priority.

All of these agreements were negotiated in order to prevent lay-offs and/or the salary or benefit cuts that have been imposed throughout all other employees at the University. The University has made it clear that they have no intention of imposing any faculty lay-offs in the coming year absent a substantial change in their current financial projections.