

Determination of Eligibility of Lecturers for the PT Bargaining Unit

Prepared 4/26/06

		AY02-03			AY03-04			AY04-05			AY05-06			AY06-07	Notes
		Fall 02	Spr 03	Sum 03	Fall 03	Spr 04	Sum 04	Fall 04	Spr 05	Sum 05	Fall 05	Spr 06	Sum 06	Fall 06	
Faculty Member	A	3 cr	3 cr		3 cr				3 cr				3 cr		Three semesters can be counted over 2 years or three semesters can be counted over 3 years when determining initial eligibility
Faculty Member	B	3 cr			3 cr				3 cr		3 cr				
Faculty Member	C	3 cr		3 cr		3 cr	3 cr	3 cr		3 cr	3 cr		3 cr		Only the Fall and Spring semesters are counted when determining initial eligibility
Faculty Member	D							3 cr	3 cr	3 cr	3 cr				
Faculty Member	E			3 cr			3 cr			3 cr			3 cr		Summer session is not counted as a semester
Faculty Member	F	3 cr	3 cr	3 cr											Insufficient number of semesters
Faculty Member	G	12 cr	3 cr	3 cr											The number of credit hours taught per semester does not accelerate eligibility
Faculty Member	H	FT unit member 9 cr	9 cr	3 cr	9 cr			3 cr			3 cr				Semesters of teaching, while in the FT barg. Unit, are counted towards PT unit eligibility
Faculty Member	I	3 cr	3 cr		3 cr			Gap Year					3 cr	Summer session counts for re-entry into the PT unit following a "Gap Year" (see #3 below)	
Faculty Member	J	3 cr	3 cr		3 cr			Gap Year					3 cr	Following the 12 month "re-entry" period a faculty member must requalify for representation with three semesters once again.	
Faculty Member	K	3 cr	3 cr						3 cr						A gap in teaching that spans a full academic year (as in AY 03-04) is counted only for re-entry into the unit, not initial eligibility.
Faculty Member	L	3 cr						3 cr	3 cr			3 cr			

- Legend:
- cr = refers to credit hours taught that have been compensated by UVM
 - AY = is the Academic Year; a 12 month period covering Sept 1 - Aug 31
 - = indicates when a faculty member enters, or re-enters, the bargaining unit
 - = indicates continuing union represented status, which may be with or without an active teaching assignment
 - = indicates when a faculty member is not represented, which may be with or without an active teaching assignment

The following language is taken from Article 1, Recognition.

1) Bargaining Unit Entry—Lecturers: Lecturers enter the part-time faculty bargaining unit at the beginning of their third semester of teaching, provided they have taught a minimum of three credits in each of the other two semesters over the previous two academic years. (Note: Among other things, this makes it clear that a lecturer who teaches three credits in Spring 2005, three credits in the Fall 2005 and three in the Spring 2006, enters the unit in the Spring 2006.)

2) Bargaining Unit Exit—Lecturers: Lecturers leave the bargaining unit following any complete September to August period in which they have not taught at least three credits. August 31 will be considered the exit date. (e.g. If someone teaches in the Fall of 2005, he or she stays in the unit until August 31, 2007 even if he or she has not taught three credits during that period.)

3) Bargaining Unit Re-entry—Lecturers: A lecturer immediately re-enters the bargaining unit if he or she has an assignment of three credits or more within twelve months of the August 31 exit date. There is no need to re-qualify, as would be the case for initial entry. All seniority is retained in this situation.