

SIDE LETTER OF UNDERSTANDING AND STIPULATION OF SETTLEMENT

Whereas on December 10, 2025, United Academics (AAUP/AFT) (the “Union”) filed a Grievance with the Vermont Labor Relations Board (“VLRB”), VLRB Docket #25-61 against the University of Vermont (the “University”).

Whereas the University and the Union (collectively “the parties”) wish to settle this matter without the need for further litigation or hearing at this time.

Whereas the parties hereby agree that should a dispute arise as to a violation of this stipulation the dispute will be grievable under Article 12 of the parties’ CBA.

Whereas this stipulation has led into this Side Letter of Understanding and Stipulation of Settlement to resolve the matter in accordance with the following terms and stipulations:

1. Neither party makes an admission of fault in this matter.
2. The Union withdraws the Grievance filed with the VLRB, Docket #25-61, with prejudice to refile. The parties agree, as set forth below, that the withdrawal of the Grievance does not establish a precedent as to the interpretation of the Collective Bargaining Agreement between the parties but is only intended to resolve the current Grievance.
3. The University and the Union agree to revise Article 16.4 regarding workload responsibilities in the December 8, 2024 to June 30, 2028 CBA between the parties by adding new subparagraphs to Article 16.4 as follows:

16.4.d. No faculty member will be assigned to teach more than eight (8) course equivalencies per academic year as part of a regular, 1.0 FTE, workload. No faculty member’s FTE will be reduced due to the standardization of workload per one course equivalent commencing in academic year 2026-2027. For example, if a faculty member taught a workload of eight (8) course equivalencies at 1.0 FTE during academic year 2025-2026, that faculty member will continue to be assigned a 1.0 FTE after standardization of workload in academic year 2026-2027 by adjusting workload assignments consistent with section 16.4.e. This adjustment will neither reduce nor increase current¹ faculty member workloads or FTE. By way of further example, if a faculty member’s workload previously included assignments in addition to eight (8) course equivalencies, this provision does not entitle the faculty member to a reduction in workload assignments. The parties agree that newly appointed faculty will be assigned workloads using the same workload percentages per course equivalent as similarly situated existing faculty who are in the same department and or college/school and carry the same appointment type and rank. Newly appointed faculty will not be assigned workloads that are larger than the workloads of similarly situated existing faculty who are in the same department and or college/school and carry the same appointment type and rank. Any assignment to teach more than eight

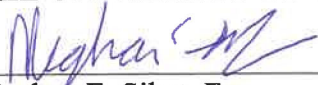
¹ Current is defined as existing faculty workloads at the time that this agreement is fully executed.

(8) course equivalencies per academic year must be assigned as “overload” teaching in accordance with Article 19.3.

16.4.e. The standardization of workload per one course equivalent commencing in academic year 2026-2027 is not intended to, and shall not, expand the work expectations for any faculty member in order for the faculty member to maintain the same FTE as was assigned during the 2025-2026 academic year and to earn the same compensation as was earned during the 2025-2026 academic year. To maintain 100% effort after standardization of workload, full-time faculty’s current effort under teaching, service, and/or research may be recharacterized and service and/or research may be accorded an increased level of effort, but under no circumstances will there be additional assignments that will expand work expectations for faculty. Should the parties wish to adjust the characterization of work to meet the needs of specific colleges, if this would result in additional assignments or otherwise expand work expectations, this may only be accomplished via an addendum to this side letter/settlement which is signed by both parties.

4. Nothing in this side letter changes the standards and expectations for evaluation set in Article 14.
5. Nothing in this side letter changes the annual percentage pay increases set forth in Article 18.
6. Nothing in this side letter impacts VLRB Docket No. 25-47.
7. The parties continue to disagree as to the application of Article 16.2 and neither party concedes their position in this Agreement.
8. The parties agree that the Union will submit this agreement to a vote of the Delegates Assembly (DA) and that it will not move forward without ratification by the DA. Providing that this agreement is ratified by the DA, it will become effective upon the latest date of all parties’ signatures. This agreement will terminate upon the expiration of the current collective bargaining agreement, unless an extension is mutually agreed upon.

THE UNIVERSITY OF VERMONT



Meghan E. Siket, Esq.
Date: 09/11/2026

UNITED ACADEMICS (AAUP/AFT)

/s/ Sue Edwards

Susan Edwards, Esq.
Date: 09/19/26