



HR Representative Meeting Notes

Meeting Date: May 26, 2021

Business Unit Code Clean-up

Mary Brodsky, Associate Chief Human Resource Officer

- Recently, Human Resources Services and Payroll completed a massive cleanup of employee records that were in the wrong business unit in PeopleSoft HR.
- Going forward, we ask for your help in making sure that employee records are put into the correct business unit from the start and also, when transfers are effected. Please refer to the [Spreadsheet of Business Unit List with Departments](#). This spreadsheet was also emailed to the HR Rep listserv on May 24.

Clerical/Technical Bargaining Unit Election Results and Proposed Professional Bargaining Unit Update

Mary Brodsky, Associate Chief Human Resource Officer

- Clerical/Technical bargaining unit is now certified to be represented by American Federation of Teachers (AFT). This unit includes 51 job codes and more than 680 individuals.
- Negotiations for the first contract with this group will take time; UVM will maintain the status quo with terms of employment and will continue to use our existing policies, procedures including our Staff Handbook.
- Q: How are individuals who are excluded from the union treated in relation to people in the union for salary, benefits, etc.? There are no anticipated changes to salary and benefits. The previously announced 1% across-the-board increase for non-represented employees will take effect on 7/1/21.
- Q: Can employees opt out of bargaining unit? No. Employees who occupy positions that are part of the new bargaining unit and who are not performing confidential or supervisory duties, are now represented by AFT. There is a difference between being part of the bargaining unit and being a dues paying member. Employees can choose whether to become a dues paying member of the union.
- Q: Can employees volunteer to change to a different classification to affect their conditions of employment? No.

Upcoming Professional Unit Vote: The upcoming vote of professional staff as to whether or not to be represented by AFT includes approx. 50 job codes. Voting begins 5/28 and must be postmarked by 6/12; and the counting of votes will be on 6/17. For more information, please visit the [informed choice website](#).

- Open searches and hiring. Pending the results of the election, written offer letters must include appropriate language that covers the issue of union representation to the effect of, “This position MAY become part of a bargaining unit, represented by an external union. Results of the vote will be known on June 17, 2021.”

Telework Policy: Senior Leadership is considering the matter and updates will be provided next month.

Per credit part-time lecturer rates are not changing from FY21 to FY22. The part-time collective bargaining agreement has been extended for one year, through June 30, 2022.

For Academic Administrators: Training related to the full time faculty contract is forthcoming.

Please contact Human Resource Services at hrsinfo@uvm.edu or call 802-656-3150 with questions.