

Subject: Impasse in contract negotiations with United Academics
Date: Monday, October 19, 2020 at 6:04:47 PM Eastern Daylight Time
From: non-represented employees on behalf of Mary Brodsky, Director, Labor Relations and Employment Services
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The University of Vermont

Dear Colleagues,

This message is to inform you that over the weekend, **United Academics unilaterally declared impasse in contract negotiations after sitting on the university's good faith offer for seven weeks**, without providing a counteroffer or any real explanation for their lengthy delay. It's notable that the union's unilateral declaration and public statement went against our previously agreed-upon ground rules.

One of the primary issues in dispute is faculty compensation. **The university has made the case for fiscal austerity and yet, the union continues to insist on salary increases for its members that will amount to 13%, with compounding, over three years.** The average base pay for a full professor's 9-month appointment is \$127,380. This figure is the base salary for 9 months of work and does not include additional pay for things like summer teaching or research or other additional pays during the academic year. In fiscal year 2020, these additional pays for faculty exceeded \$6 million.

The university's position is grounded in the budget reality it faces. While our finances are generally stable, the university—like many others across the nation—is facing significant budget shortfalls. You can read more about the financial implications other institutions are facing [here](#). What these articles show is that universities across the nation are implementing benefit changes, wage and salary reductions and freezes, and layoffs to deal with the fiscal challenges facing higher education today.

Our situation at UVM is no different. These are challenging times and the university is actively trying to protect full-time employee jobs as best it can within fiscal realities. **What is most disappointing with the faculty union's current position is that the union knows the base salary increases it is demanding would likely lead to employee layoffs.** Every one of us needs to do our part, including our faculty. Staff should not have to disproportionately bear the brunt of faculty demands.

While the university is extremely disappointed in the union's leadership, it is confident that the majority of the faculty also want their union to act in good faith. The university is hopeful that continued negotiations facilitated by a mediator will assist in resolving the contract dispute. Our complete media advisory can be found [here](#), and a list of frequently asked questions and answers

is [here](#).

Best wishes,

Mary Brodsky
Director, Labor Relations and Employment Services