

LEO BARGAINING CONVENTION

Sunday, October 8, 12PM-4PM

BARGAINING PLATFORM

APPOINTMENTS

- Improved job security for LIs and LIIIs; more year-long appointments, earlier notice dates, and full-time jobs.
- Recognition of the service of LIs and LIIIs.
- Open-ended appointments for long-serving Lecturers: No more reviews after the first Continuing Renewal Review.

PERFORMANCE EVALUATIONS

- Make performance evaluations more meaningful, streamlined, and fair.
- Achieve this through simplifying annual report and major review processes by eliminating redundancy in documentation and relieving lecturers of logistical management (coordinating classroom observations, etc.).
- Call for a uniform and transparent remediation process and elimination of the full follow-up major review post-remediation.

BENEFITS

- Extend more affordable health care coverage to more members.
- Provide support to parents and families.
- Stop administration practices that unfairly deny benefits.

SALARY

- Significant increases to the minimum salaries, with a commitment to making strong progress in reducing the salary gap between campuses.
- Address issues of equity/compression by increasing members' base salary according to years of service and longevity raises at regular intervals.
- Higher annual increases for all lecturers.

DEI

- A dedicated fund (\$150,000 as a start out of \$85 million) to support lecturers who are advancing DEI objectives through course design, service or research work, and/or mentorship work.

- A mandate requiring UM departments/schools to advertise open Lecturer I or III positions via job search firms that focus on reaching underrepresented candidates, if no current LEO member is qualified/ available to fill position.

PROFESSIONAL DEVELOPMENT AND SUPPORT

- Increase the amount of money available for faculty on each of the three campuses
- Raise the top amount that can be applied for to \$1,000.
- Any surplus left on one campus should be transferable to other campuses.
- Strengthen protections and support for Lecturers with disabilities.

FACULTY GOVERNANCE

- Demand that all Schools hold a vote on enfranchising Lecturers who are half-time or more, and have taught at the University for at least one year (criteria for governing faculty defined in the Regental By-laws).

BARGAINING DATES & LOCATIONS

DATE	BUILDING	BARGAINING ROOM
FRIDAY OCTOBER 27 9AM-5PM KICKOFF AND RALLY	Pierpont Commons (North Campus) Gather at 10:30AM to hear opening statements, visit with allies, and share lunch.	Boulevard
FRIDAY NOVEMBER 3 9AM-5PM	Flint Campus	Michigan C&D 1 st floor UCEN
FRIDAY NOVEMBER 17 9AM-5PM	Dearborn Campus	Kochoff Hall B
FRIDAY DECEMBER 1 9AM-5PM	Palmer Commons	GL North
FRIDAY DECEMBER 8 9AM-5PM	Palmer Commons	GL North
FRIDAY DECEMBER 15 9AM-5PM	Pierpont Commons (North Campus)	North East