

Gains, LEO-UM Collective Bargaining Agreement 2018-2021

Salary

Minimum Salaries

Year	Title	Ann Arbor	Dearborn	Flint
Current	Lecturer I/II	\$34,500	\$28,300	\$27,300
	Lecturer III/IV	\$36,500	\$32,300	\$31,300
9/1/18	Lecturer I/II	\$48,000	\$38,000	\$38,000
	Lecturer III/IV	\$50,000	\$40,000	\$40,000
9/1/19	Lecturer I/II	\$49,500	\$39,500	\$39,500
	Lecturer III/IV	\$51,500	\$41,500	\$41,500
9/1/20	Lecturer I/II	\$51,000	\$41,000	\$41,000
	Lecturer III/IV	\$53,000	\$43,000	\$43,000

Equity Adjustment

Effective 9/1/18, Lecturers will receive a one-time adjustment to their full-time rate (FTR) based on years of service:

	Ann Arbor	Dearborn and Flint
Passed one Major Review and <11 years	\$3,700	\$3,000
Passed two Major Reviews and <11 years	\$6,500	\$4,500
11-13 years	\$8,000	\$5,400
14-16 years	\$9,500	\$6,750
17-19 years	\$10,500	\$8,100
20-22 years	\$11,500	\$9,450
23+ years	\$12,500	\$10,350

For FTR of \$80,000 and lower, 100% of the equity adjustment will be added to FTR.

For FTR of \$80,001 and above, the equity adjustment amount in the above table will be split between an adjustment to FTR and a lump sum:

Salary	Adjustment to FTR	Lump Sum
\$80,001-\$85,000	90%	10%
\$85,001-\$88,000	75%	25%
\$88,001-\$90,000	60%	40%
\$90,001-\$92,000	45%	55%
\$92,001-\$94,000	30%	70%
\$94,001-\$96,000	15%	85%
\$96,001+	0%	100%

Alternative Minimum Annual Increase for 2018-19

Effective September 1, 2018, all Lecturer full-time salary rates on the Ann Arbor, Flint, and Dearborn campuses shall increase by 0% with the following exceptions: if a Lecturer's combined equity adjustment and increase to the minimum salary results in an increase less than a certain percentage, that Lecturer's increase to their full time rate shall be increased to that percentage, based on their full-time rate:

- 4% for Lecturers whose FTR is \$75,000 or below in Ann Arbor.
- 3.25% for Lecturers whose FTR is \$75,001 and above in Ann Arbor.
- 4% for Lecturers whose FTR is \$60,000 or below in Dearborn and Flint.
- 3.25% for Lecturers whose FTR is \$60,001 and above in Dearborn and Flint.

Annual Increases 2019-20 and 2020-21

Effective September 1, 2019 and September 1, 2020 all Lecturer full-time salary rates at the Flint and Dearborn campuses shall increase by the average annual percent increase, excluding retention, promotion, and equity increases, for tenured and tenure-track faculty as set forth by the provost at each campus, but in no case shall the annual increase be less than 2.0 %.

All Lecturer full-time salary rates at the Ann Arbor Campus shall increase as follows:

- September 1, 2019: 2.5 %
- September 1, 2020: 3 %

Appointments

- If a Lecturer's actual appointment exceeds the effort outlined in their appointment letter for 4 semesters, the Lecturer can request a special conference to determine whether a revised appointment letter is needed.
- If a current Lecturer applies for an LIII position and possesses all the required qualifications, they will receive an interview; and, if they do not get the position, they can request a written explanation why the application was unsuccessful. Outside hires for LIII positions must possess all required qualifications. This will make deliberate passing over of internal candidates less likely.
- We strengthened existing language about moving part-time Lecturers to full time. If a position is to be posted, the academic unit must notify all current part-time and laid-off Lecturers four business days before posting. The unit may decide to offer the position to such a Lecturer without posting.
- If an LI or LII has been assigned significant and ongoing administrative and/or service duties for at least four out of the last six Fall and Winter semesters, the Lecturer may request a Special Conference to determine whether or not a re-classification of the position to Lecturer III or IV is appropriate. If the Union believes an academic unit is rotating administrative responsibilities among LIs or LIIs in order to avoid creating an LIII position, the Union may call a Special Conference in order to address the issue.
- LI appointments shall be for one year if the unit anticipates that there will be work for both semesters and if the Lecturer has taught for two consecutive semesters.

Performance Evaluations

- Lecturers may be reviewed while on lay-off or a leave of absence.
- Spring/Summer teaching can count toward time to review for the Ross School of Business
- The Continuing Renewal Review is now called the Continuing Review. They occur at the end of the contract following a Lecturer's second major review and every seven years thereafter. Passing the Continuing Review will result in an appointment with no end date; all Lecturers who have already passed at least one CRR will have their appointment converted to one with no end date.
- The Continuing Review will be conducted to advance the professional growth of the Lecturer. There will be a greater focus on pedagogical growth and future directions.
- The outcome of the Continuing Review will no longer be considered successful or unsuccessful. Rather, the Lecturer will either satisfy or not satisfy the criteria.
- Adjuncts and Intermittents can request reviews after their fifth and ninth years of service, instead of the sixth and twelfth years.
- Low student evaluation response rate shall not in and of itself constitute grounds for an unsuccessful review.
- If classroom observations are part of a unit's reviews, the unit will contact the Lecturer to schedule the observation. If the unit intends to videotape the observation, faculty and students will be given one week's notice.
- Lecturers shall not be required to resubmit student evaluations and classroom observation reports in a major review (this will be implemented for the 2019-20 academic year).
- Resigning or retiring Lecturers will not be required to submit an annual report.
- Review committees will include at least one member from the Lecturer's discipline, or if the Lecturer is the only member of a discipline within a department, one member from the department.

Lay-Off and Recall

- If an AA LI or Intermittent has a Fall class cancelled after August 15, they will receive 17% of the pay they would have received. This date moved from 8/25 to 8/15.
- Any Lecturer who does not receive notice of cancellation for a Spring, Summer, or Spring/Summer class at least five business days before the first day of class will receive 17% of the pay they would have received. This deadline used to be on or after the first day of the class.
- Lecturers can reject three offers of recall before they lose recall rights. This moved up from two rejections of recall.

Benefits

- Lecturers who receive a partial lay-off will be informed that they may qualify for Employer contributions to health insurance under the Employer Shared Responsibility provision of the ACA.
- The Summer Benefits Bridge has expanded to include Lecturers with a benefits-eligible Winter appointment and a confirmed Fall benefits-eligible appointment.

- Within the Benefits Bridge program for all semesters, a Lecturer will be granted retroactive benefits if they receive late notice of the appointment that qualifies them for the Bridge program, once their full payment is received.
- Lecturers can receive a Child Care Leave of Absence or an FMLA leave if they assume the legal guardianship of a child under the age of six or of a child with a disability under the age of 12.
- An FMLA leave can start on the first day of teaching in a given semester, if requested by the Lecturer and at the discretion of the Employer.
- Lecturers who have completed at least two major reviews and are granted a discretionary leave for scholarly or educational reasons will receive one semester of Employer contributions to health benefits. This semester of benefits did not exist before.
- Paid bereavement time was expanded from three days to five days, if there are extenuating circumstances, such as travel.
- Lecturer appointments will be averaged over the Fall and Winter terms to maintain benefits eligibility. For example, a Lecturer with 75% effort in the Fall and 25% effort in the Winter would average to 50% for the academic year and maintain their benefits for the academic year instead of losing them at the end of the Fall term.
- We secured “me too” language for parental accommodation pay: paid leave for birthing parents who have not qualified for long-term sick and non-birthing parents. If the University establishes such a policy, Lecturers will receive the benefit to the same extent as tenured and tenure-track faculty.

Professional Development, Faculty Support & DEI

- The total amount of Lecturer Professional Development Funds increased on all three campuses.
- The maximum Lecturer Professional Development Funds a Lecturer can receive in an academic year increased from \$900 to \$1000.
- A new Lecturer Inclusive Teaching Professional Development Fund will run for three years. It stipulates \$13,000 for Ann Arbor and \$6,000 each for Flint and Dearborn in the first year. These totals go up by \$1000 each of the subsequent two years. A Lecturer can receive up to \$1000 in Inclusive Teaching Professional Development Funds. The committee for the program will include no more than two Lecturers appointed by the Union.
- All Lecturers will be listed publicly as faculty.
- The Collegiate Lecturer Program will be expanded to include one more Lecturer on each campus each year, and the awards will be evenly split between LIIs and LIVs.
- The Union and the University will meet in a Special Conference during the Fall 2019 semester to discuss the University’s progress in the mutual goal of improving the diversity of Lecturers.
- There will be a new procedure for the request and implementation of accommodations for Lecturers with disabilities that protects the privacy of the Lecturer and does not leave the decision about the accommodation in the hands of their supervisor.