

## **BARGAINING BULLETIN #5**

### **August 23, 2024**

**Highlight:** In a remarkable show of engagement and solidarity, **96%** of our voting members recently supported a strike mandate, meaning that KUCFA can strike if necessary should a contract deal not be reached in negotiations. KUCFA will negotiate with King's on **August 29** with the aim of reaching a strong deal for Members. Fortunately for King's, KUCFA's bargaining mandate (excellence, equity, and sustainability) supports King's stated ideals of scholarly excellence, social justice, and community. We are hoping for productive negotiations on the 29th, and will update you asap after this meeting.

### **Outstanding issues:**

#### ***Academic Excellence***

- **Attracting and retaining strong faculty requires competitive compensation**, yet King's is substantially behind our comparator group in average annual salary. KUCFA expects King's to recognize the evidence that we have fallen behind other universities in salary and benefits, commit to a plan to achieve parity with peer institutions, and protect our pension. These actions will help King's continue to recruit and retain excellent faculty.
- **Cultivating a vibrant academic community in which people can thrive requires job security and clear processes during institutional changes.** For this reason, KUCFA proposed revisions to the contract to ensure that, during organizational changes, faculty voices and faculty jobs are protected. It is necessary to ensure that the academic voice of King's is secure and strong at all times. Our ability to provide students with the "unique learning experiences that promote critical thought, creativity, and articulate expression," promised by King's in its mission statement, cannot be compromised.

#### ***Equitable Employment:***

- **For reasons of compassion and equity**, KUCFA is seeking short-term leaves for Members who are facing domestic violence and the pending death of a close family member. These options would allow Members to attend to self and family care at critical times so that we can bring our full capacity back to work.
- KUCFA's current contract provisions on **professional ethics** are rooted in national guidelines and are comprehensive, clear, and supportive of **respectful community standards** and **responsible academic freedom**. KUCFA is satisfied with these standards and requires that all contract language meet legally expected benchmarks for clarity and objectivity.

#### ***Workload Sustainability:***

- **Providing students with an optimal experience requires that faculty are energized and available for student support**, and yet King's requires a heavier than typical workload and our Faculty report working excessive hours and experiencing significant burnout. KUCFA has offered some simple, cost-neutral adjustments to help reduce burnout to ensure good teaching and learning conditions. We hope for a quick conclusion to negotiations on these items.