

June 12, 2025 TENTATIVE AGREEMENT
Previous CBA language to remove is struck through
Green Bold Highlight – Agreed upon new language

Article 16 – WORKLOAD

16.7. In all cases, faculty members will adhere to all department, college/school, division, PACE and University rules, regulations, guidelines and policies. Faculty members in the Part Time unit will be paid one stipend per academic year of \$125 **\$175** to familiarize themselves with this information, including completing any online trainings regarding harassment and discrimination prevention. **The stipend will be included in the first applicable paycheck of the first semester that a unit member teaches each academic year after the compilation of the membership list.**

All other sections of Article 16- status quo

Article 18- COMPENSATION

Note: References to “credits” in this Agreement refer in all cases to credits compensated by UVM unless otherwise noted.

18.1. Credit Hour Minimum Rates. The credit hour rates in this Section are minimum rates and a college, school, PACE or other academic unit is free to pay part-time faculty at a higher rate.

Effective	Fall 2025	Fall 2026	Fall 2027	Fall 2028
Lecturer I	\$2486	\$2561	\$2638	\$2733
\$2242 \$2320 \$2390				
Lecturer II	\$2651	\$2731	\$2813	\$2908
\$2391 \$2475 \$2549				
Lecturer III	\$2788	\$2872	\$2958	\$3053
\$2515 \$2603 \$2681				

Credit hour minimums for emeriti/ae faculty and Senior Lecturers who enter the bargaining unit under the retreat rights provision of the full-time faculty agreement shall be the same as the Lecturer III rates. Credit hour minimums for Lecturers who enter the bargaining unit under the retreat rights provision of the full-time faculty agreement shall be the same as the Lecturer II rates.

18.2. Bargaining unit Lecturer appointments and assignments for Emeriti Faculty who teach do not carry an FTE regardless of the length of the appointment. Similarly, a clinical, library, or research faculty member who also may teach a course or courses will separately contract for such work with either PACE or the department/school as appropriate. Teaching courses will not be considered part of such faculty member's FTE for the year and will be separately compensated.

18.3. If a faculty member teaches less than an entire course (e.g. teaching for only a portion of the semester), payment for the course will be pro-rated from the course rates.

18.4. For supervising independent studies, or supervising internships or field work, unit members shall receive either a) 15% of the faculty members' per-credit hour rate per student when there are 2 or more students in a single independent study or b) when there is 1 student, 25% of the per-credit hour rate established by a college, school, PACE or other academic unit for each credit hour taught up to a maximum of four credits. The total salary paid to faculty shall not exceed what the faculty member would be paid if teaching a standard 4 credit course. Academic units shall issue appointments based upon these criteria.

For teaching variable credit courses other than independent studies, internships and field work, the faculty will be paid their per credit hour rate multiplied by the average student credit hour(s). The appointment letter will indicate the minimum credit(s) the faculty will be paid. Should the average student credit hour be higher after the add/drop period their pay will be adjusted appropriately. Should the class be cancelled Article 14.3.H will apply. Independent studies, internships, and field work may be taken for variable credit but are addressed separately in Articles 16.4.B and 18.4.

18.5. Promotion Awards and Increases

Upon promotion, a faculty member will be raised to the minimum for the new title or receive a \$25 **\$125** per credit increase to their current rate, whichever is greater.

A Lecturer I promoted to a Lecturer II, or a Lecturer II promoted to a Lecturer III shall receive a one-time payment of \$2000, less appropriate tax deduction.

Promotion to the rank of Clinical Educator II will result in a promotional salary increase of \$600 over the Clinical Educator I salary for the faculty member at 0.25 FTE for nine-months. This amount will be prorated according to FTE and term.

Promotion to the rank of Clinical Educator III will result in a promotional salary increase of \$600 over the Clinical Educator II salary for the faculty member at 0.25 FTE for nine-months. This amount will be prorated according to FTE and term.

18.6. Salary Increases

Bargaining unit faculty, including Lecturers I, II and III, and Emeriti/ae who are paid by the credit-hour will receive the following increases over their previous academic year's credit hour

rate or be raised to the minimum per credit rate as outlined in 18.1, whichever is greater. The ~~2022-23~~ **25-26** increases are effective in the Fall ~~2025~~ **2**. Lecturers I, II or III or Emeriti/ae must actively teach at least one course in any complete year (i.e. September – August period) to be eligible for an increase.

~~AY 22-23~~ — 4%

~~AY 23-24~~ — 3.5%

~~AY 24-25~~ — 3%

AY 25-26 **4%**

AY 26-27 **3%**

AY 27-28 **3%**

AY 28-29 **\$95 per credit**

All other bargaining unit faculty (i.e. 9-, 10- or 12-month appointments at less than 0.75, **and Emeritae faculty with an FTE**) who were in the unit on February 1 and are still employed in the bargaining unit on July 1 or receive an appointment for the following appointment term shall be eligible for the following increases:

~~AY 22-23~~ — 4%

~~AY 23-24~~ — 3.5%

~~AY 24-25~~ — 3%

FY 25-26 **4%**

FY 26-27 **3%**

FY 27-28 **3%**

FY 28-29 **3%**

18.7a. It is understood that those unit members who are grant-funded, in whole or in part or are paid under income/expense budgets, or are paid under gifts of any sort, are not eligible to receive the increases provided for in this Article for that portion of their salary that is grant-funded or income/expense or gift-funded, unless such support funds or external state or federal funds are available in the specific institute, grant, contract or other external budget for the year in which payment is to be made. Therefore, to the extent possible, grants should be written and gifts negotiated to reflect the compensation agreed to in this Article. Further, any such awards under this Article must also be consistent with effort reporting requirements and federal cost principles.

b. Minimum compensation rates for non-Lecturer part-time faculty (Clinical, Research Library, Extension, etc.) shall be consistent with the minimum salary rates as noted below, and pro-rated to the applicable FTE.

~~Minimum compensation rates for non-Lecturer part-time faculty (pro-rated to applicable % FTE)~~

	AY 22-23	AY 23-24	AY 24-25
PT Clinical faculty	64,166 (1.0 FTE),	65,449 (1.0 FTE),	67,412 (1.0 FTE)
PT Extension faculty	48,127 (1.0 FTE),	49,090 (1.0 FTE),	50,563 (1.0 FTE)
PT Library faculty	55,763 (1.0 FTE),	56,878 (1.0 FTE),	58,584 (1.0 FTE)

Minimum compensation rates for non-Lecturer part-time faculty (pro-rated to applicable % FTE)

	AY 25-26	AY 26-27	AY 27-28	AY 28-29
PT Clinical faculty	64,166 \$68,067 (1.0 FTE)	-65,449 \$70,109 (1.0 FTE)	67,412 \$72,212 (1.0 FTE)	\$74,379 (1.0 FTE)
PT Extension faculty	48,127 \$51,054 (1.0 FTE)	49,090 \$52,585 (1.0 FTE)	50,563 \$54,163 (1.0 FTE)	\$55,788 (1.0 FTE)
PT Library faculty	-55,763 \$59,154 (1.0 FTE)	56,878 \$60,929 (1.0 FTE)	58,584 \$62,757 (1.0 FTE)	\$64,639 (1.0 FTE)

Additional Compensation

18.8. Per Diem Rates: Faculty participation in any official University function or activity that falls outside the appointment period shall be voluntary. Faculty who are requested and agree to participate in such functions or activities, will be compensated at the rate of \$200 **\$300**/day or at the rate of \$125 **\$200** for a period of three (3) hours or less. The Provost shall identify those functions or activities eligible for such additional compensation.

18.9. All faculty members are required to attend periodic training sessions on topics of significant relevance to the professional and legal obligations to which they are subject. Faculty will be compensated for all such University sponsored training if offered outside the appointment period at the rate of \$200 ~~\$300~~/day or at the rate of \$125 ~~\$200~~ for a period of three (3) hours or less.

18.10 Guest Lecturing

A faculty member who agrees to be a guest lecturer for a class conducted by another faculty member shall be paid in accordance with the per diem rate of Section 18.8 above. A faculty member who has agreed to be a guest lecturer must notify the Chair or Dean's designee in advance of the class for approval and pay purposes.

18.11 Voluntary Assignments

Where the Chair, Dean or designee asks the Lecturer to undertake a voluntary assignment in addition to teaching pursuant to Article 16.4, such work will be compensated pursuant to the course equivalency policies in place in that department/unit governing supervising theses or other activities. If there are no such policies, then the Chair or Dean at their discretion will set the compensation after discussion with the Lecturer, guided by provisions outlined in section 18.4 and 18.8. The faculty member shall be under no obligation to take such assignment nor penalized in any way for a refusal to take on such assignment.

18.12 Nothing shall preclude a department chair, dean or director from approving additional compensation to faculty members for additional duties such as supervision of projects (including private music lessons), guest lecturers, maintenance of labs or studios, non-credit performance or artistic direction of students.

18.13 Compensation may be provided for work performed as part of a University incentive program (e.g. Instructional Incentive Grant) that is established by the University in its sole discretion and approved by the Office of the Provost. The University shall provide monetary compensation based on the nature of the program and the amount of work done.

18.14 Faculty who perform work for a non-academic unit of the University, other than PACE, will separately contract with that other unit (e.g. Athletics Dept.). Rates of compensation will follow established rates for the specific body of work.

18.15 Sponsored Activities. Faculty members shall be eligible for additional compensation as expressly provided in a University-approved grant or contract, and subject to any limitations imposed by the grantor or contractor. Subject to the customary approval by the chair, a faculty member's additional assignment shall reflect proportionately the level of effort expended on work in which they engage pursuant to the grant or contract. The principal investigator and sponsored projects administration personnel will initially and, as necessary or appropriate, periodically review committed, actual, and certified effort to ensure compliance with sponsor requirements and/or guidelines.

18.16 Faculty who perform non-credit work for PACE, will separately contract with PACE for such approved additional work and compensation, and will be subject to PACE's rules, regulations and policies.

18.17 Award Compensation: The University may in its sole discretion establish recognition programs (e.g. Kroepsch-Maurice Teaching Award, Kidder Award, University Scholar Award) under which faculty are eligible to receive monetary awards. Such programs must be approved by the Provost. All faculty members receiving a particular award shall receive monetary compensation as determined by the program.

The University shall continue to offer an annual teaching excellence award limited to bargaining unit part-time faculty who have taught at least 3 credits within the past calendar year and at least 18 credits prior to the award application deadline. The details of the award program will be established by the Provost or designee, and will include a one-time monetary award to the recipient in the amount of \$2500.

18.18 In no instance may a faculty member contract directly with another faculty member or render decisions regarding assignments or related compensation for other faculty members. Such decisions shall be the purview of administration.

Article 20 - BENEFITS

General Terms and Conditions

The provisions of this Article constitute a summary of benefits available to bargaining unit members. In the event of a conflict between the provisions of this Article and the specifications of a provider's plan documents, the latter prevails. Provider plan documents may be obtained from the University Human Resource Services Office.

Subject to any additional applicable terms and conditions of eligibility stated in this Article and/or plan descriptions, eligibility for benefits, including insurance coverage, is based upon faculty status.

20.1. Health Insurance

- A. Federal Patient Protection and Affordable Care Act ("ACA")
The University will comply with the requirements of the ACA. The University ultimately reserves the right to determine whether it is in compliance with the requirements of the ACA and the Union reserves its right to challenge whether the University is in compliance with the requirements of the ACA.

All unit members who work an average of 30 hours or more per week during the 12-month measurement period will be offered University-sponsored medical insurance for the 12-month stability period. **The measurement period is October 16 through October 15 to determine eligibility. The stability period is January 1 to December 31 of the year following the measurement period.**

Insurance will be offered to employees, who may also choose to cover their eligible dependent children. Spousal coverage will not be provided.

Determination of hours for unit members who are assigned a full-time equivalent (FTE) in PeopleSoft will be calculated on a 37.5 hour week, pro-rated for FTE and length of the paid appointment. **Calculations of average hours worked by a unit member shall include all hours worked at UVM and processed through UVM payroll, including work outside of the part time faculty bargaining unit.**

For unit members not assigned a full-time equivalent (FTE) in PeopleSoft, the University will use the “safe harbor” method which ACA permits, however 3.33 hours per week will be assigned for each credit hour taught, to cover classroom time, student advising and related work. After calculating teaching hours in this way, the University will assign one (1) additional hour per week for department or other University business, such as faculty meetings.

Any other compensated work by unit members not included in either of the above methods of assessing hours will be recorded on the basis of the actual hours specified on the payroll documents submitted to the Payroll Office.

More information regarding the ACA is available on the Human Resource Services Office website: <http://www.uvm.edu/hrs/>.

B. “Grandparented” benefits

Faculty members who, at the time of ratification of this Agreement, are receiving medical and dental insurance benefits under the grandparenting clause set forth in the Collective Bargaining Agreement between the UA and UVM (part-time unit) in effect from April 14, 2006 to June 30, 2009 shall continue to be eligible for medical and dental insurance benefits in accordance with the eligibility rules and benefit policies in effect on the date of ratification of this Agreement or as such rules and policies may be modified until such time as they leave the part-time bargaining unit, drops below the group “E” or “F” benefit-eligible threshold, or otherwise has a break in service.

C. Exclusions

The health insurance benefits described in this Section do not apply to any faculty member who is receiving benefits under Medicare, or under any other University health insurance plan for active employees or retirees.

D. Should IRS regulations change for Health Savings Accounts allowing accounts to be established without a high-deductible health plan, the University and United Academics will meet to reopen discussions within 90 days of this change.

20.2 Dispute Resolution

Denial of eligibility for coverage in any benefits plan described in this Article is grievable. Adjudication of claims is handled by the health insurance carriers through their respective dispute resolution processes.

20.3. COBRA Rights

Unless otherwise expressly provided in the terms and conditions of the applicable plan or policy, University benefits coverage ends at the close of business on the effective date of termination of appointment unless extended under the Consolidated Omnibus Budget Reconciliation Act of

1985 (“COBRA”). This law allows qualified beneficiaries to continue medical and dental insurance if a qualifying event occurs. Those who choose to extend insurance coverage for a specified period of time may be charged for the extended benefit as allowed by law. A qualifying beneficiary is a spouse, civil union partner, or dependent child covered by the University’s medical or dental plan or a faculty member who loses coverage due to termination or reduction in appointment. To be eligible for COBRA options, a faculty member undergoing a change of status that affects benefit eligibility (reduction in appointment or termination of employment), or a dependent whose dependent status is ending, must notify the Human Resource Services Office in writing within sixty (60) days following such event.

All provisions above are subject to legislation as it may from time to time be amended. The University will continue to administer COBRA as prescribed by law. More comprehensive information about the rules governing COBRA administration is available through the Human Resource Services Office.

20.4. Changes in Insurance Carrier Options

The University has sole discretion to select the insurance carriers or administrators for its medical insurance plans and may change carriers or administrators or elect to self-insure or self-administer such plans at any time, provided that the University must notify the union in writing at least 30 (thirty) days prior to effecting such change. The University shall negotiate with the union the impact of such changes on the scope of plan coverage and/or faculty cost. Nothing in this Agreement shall preclude the University from, in its sole discretion, adding medical insurance plan options. Nothing in this Agreement shall preclude the University from, in its sole discretion, deleting medical insurance plan options, provided that the University must notify the union in writing at least thirty (30) days prior to effecting such change. The University shall negotiate with the union the impact of such changes on the scope of plan coverage and/or faculty member cost.

20.5. Plan Modifications

With 30 (thirty) days’ advance notice to the union, the University may unilaterally modify the details of its medical insurance plans as long as the modifications do not cause substantial reduction in benefits or substantial increase in costs to faculty. Prior to instituting any such modifications, the University shall provide the union with specific information regarding prospective plan changes and a summary of the differences pre and post-modification. The union shall be entitled to grieve whether or not the modifications are “substantial.” If the changes are “substantial,” the University shall negotiate with the union the impact of such changes.

It is also understood and agreed that carriers may on occasion unilaterally modify the terms of their plans and policies. In such instances, faculty enrolled in such plans will be subject to any such modifications, provided that the University shall negotiate with the union the impact of substantial changes in plan coverage and/or cost to faculty.

20.6. Workers Compensation

Pursuant to state law, the University maintains workers’ compensation insurance covering faculty who, in the course of their University employment, sustain accidental bodily injuries or occupational illnesses and lose work time as a result. Faculty must report an actual or apparent work-related injury or illness to the department chair (or Dean in units without departments) within twenty-four (24) hours of the incident, and the chair (or Dean in units without departments) must submit a first report of injury to UVM’s Risk Management and Safety Department with a copy to the Dean, within seventy-two (72) hours of receipt of the report. All

workers' compensation claims are subject to investigation and continuing assessment by the University and/or its insurance carrier.

The University pays the full premium cost of workers' compensation insurance. Payment of medical expenses associated with such injuries or illnesses is administered through UVM's Risk Management and Safety Department, and not faculty medical insurance plans. Payments in lieu of salary during a period of temporary disability due to illnesses or injuries incurred under this provision are made through the workers' compensation program.

Details regarding the workers' compensation program may be obtained through UVM's Risk Management and Safety Department or at <http://www.uvm.edu/~riskmgmt/>. Also, information regarding workers' compensation may be obtained at the state's website: <http://www.state.vt.us/labind/wcindex.htm>.

20.7. Subject to the rights of faculty members under the non-discrimination article, or state or federal disability laws, and any medical leave policies and benefit plans for which this Agreement provides, the University may terminate a faculty member who is unable to perform the essential requirements of their faculty appointment with or without reasonable accommodation due to physical or mental disability ("disability"). When a dean or decanal equivalent following consultation with the department chair has a reasonable basis to believe that termination may be necessary under this standard, they may request the faculty member to undergo a medical assessment. If, based upon the results of an assessment and such other assessments as the University may reasonably request in follow-up to the initial assessment, the dean concludes that termination due to a disability is necessary, the dean will make such recommendation to the provost in writing, with a copy to the faculty member and the union. The provost will provide the faculty member an opportunity to meet within ten (10) days of issuance of the dean's recommendation. The faculty member is entitled to have a union representative or attorney present during such meeting, provided the University is entitled to have an attorney present as well if the faculty member chooses to do so. Within ten (10) days of the meeting, or within 14 days of issuance of the dean's recommendation if no meeting is requested, the provost will make a final determination on whether termination is appropriate. Refusal of a faculty member to undergo a requested medical assessment may, in the University's sole discretion, result in termination under this article.

20.8. Unemployment Compensation

The University is subject to the provisions of the Vermont unemployment compensation law. To draw unemployment compensation benefits, a faculty member must meet state eligibility requirements and serve any applicable disqualification periods. Details regarding conditions of eligibility for unemployment compensation benefits may be obtained from the Vermont Department of Employment and Training.

20.9. Retirement Savings Plans

Unit members may make voluntary personal contributions on a tax-deferred basis into a 403(B) on an after-tax basis into a Roth 403 (B) retirement savings plans available through the University in accordance with IRS regulations and on the terms and conditions set forth by the accounts selected by the faculty member pursuant to the applicable UVM plan documents. More detailed information may be obtained from the UVM Human Resource Services Office or its website.

Periods of service as a part-time unit member will not count towards the waiting periods for University contributions for unit members who transfer to a University position eligible for Group A, B, C or D benefits. Further, a UVM retirement savings account established by a unit member with personal contributions will not qualify as a vested account for purposes of waiving the waiting period.

A Faculty member may access funds from personal contributions subject to applicable law.

Once a bargaining unit member has taught a total of 24 credits or more as a bargaining unit member within the last eight years and has been a member of the bargaining unit for greater than two consecutive years, the University shall make contributions into 403(B) retirement savings plan for unit members, according to the following formula: The University shall contribute \$1 for each \$1 that a faculty member contributes to their 403(B) plan up to a maximum University contribution of 2% of the unit member's salary per payroll in the academic year (September-August). This benefit will take effect beginning July 2026. Eligible faculty will be notified in their appointment letter.

20.10. Tuition Remission

Once a bargaining unit member has taught a total of 24 credits for the University, or once a clinical, research, or library unit member has had two consecutive annual contracts at a 0.5 FTE or greater, then such unit member will be eligible for tuition remission as described below.

Once eligible, a bargaining unit member will receive three (3) credits of tuition remission equal to the number of credits they have taught in any complete September-August period at the University, up to nine (9) credits maximum per September-August. Tuition remission waivers must be utilized no later than twenty-four (24) months after being earned and may be applied to summer sessions.

Once eligible and when actively employed, the clinical, research, or library unit member on annual contracts of 0.5 FTE or greater may receive tuition remission of nine (9) credit hours per September-August period. Tuition remission waivers must be utilized no later than twenty-four (24) months after being earned and may be applied to summer sessions.

Eligible faculty members must submit tuition remission benefit applications to the Human Resources Services Office each semester or summer session to avail themselves of this benefit.

The University will pay the comprehensive fee and summer session registration fees associated with the courses which will receive tuition remission benefits. Special or incidental fees, such as a non-refundable registration fee, music fee, special laboratory or course fees, books, supplies, and parking fees are not included.

20.11. Absences and Illness

In case of accident, illness or other cause beyond the faculty member's control, a faculty member must notify their immediate supervisor as soon as possible, so the latter can make adequate arrangements.

Clinical, Research and Library faculty who have a 0.48 FTE appointment will receive twelve (12) sick days per year pro rated to a percentage of FTE and length of term. These sick days will not be tracked in PeopleSoft and will not accrue ("use it or lose" per year) but will be tracked by the employee's department.

Lecturers who are scheduled to teach a minimum of 6 hours per week (i.e., 2 or more credits) are eligible to use up to 40 hours of paid sick time. The sick time will be provided on the first day of their appointment. The formula used to calculate the total hours of sick time provided for a Lecturer is 3.33 hours multiplied by the number of weeks in their assignment. This sick time will not be tracked in PeopleSoft and will not accrue. At the end of the Lecturer's appointment or after a 12 month period, whichever comes first, any unused sick time is forfeited.

Faculty may use their paid sick time during an active assignment for the following reasons:

- a. To care for the employee's own physical or mental illness, injury, or medical condition that requires homecare, professional medical diagnosis or care, or preventative medical care, including diagnostic, preventive, routine, or therapeutic health treatment;
- b. To care for the employee's family member who is suffering from a physical or mental illness, injury, or medical condition that requires home care, professional medical diagnosis or care, or preventative medical care;
- c. To help the employee's family member obtain diagnostic, preventive, routine, or therapeutic health treatment, or to accompany the employee's parent, grandparent, spouse, or parent-in-law to an appointment related to their long-term care. Routine healthcare treatment includes travel to and from an appointment, a pharmacy, or other location related to the purpose for which the time was taken.
- d. The employee is arranging for social or legal services or obtaining medical care or counseling for the employee or the employee's family member who is a victim of and/or is relocating due to domestic violence, sexual assault or stalking;
- e. To care for the employee's family member because a school or business where that individual is normally located during the employee's workday is closed for public health or safety reasons.
- f. To prepare for the arrival of, and/or care for a new child (by birth, adoption, or placement for foster care), whether or not the employee is the birth parent. This parental leave must be taken within twelve weeks from the birth or placement for adoption or foster care.

20.12. Payment During Absence

In any case where because of a serious extended personal illness or injury, or because of birth or adoption of a child, as identified in Article 20.10 above, a bargaining unit member cannot complete their duties related to the lecturer's course assignment(s) they shall continue to receive 60% of pay for the semester if the Lecturer has completed 60% of the course assignment(s). Sick time will not count toward completion of the course assignment(s).

In all cases in which a faculty member seeks payment during such absence, a physician's statement will be required. The University may also ask a faculty member to present a certification of fitness to return to work from any such absence.

20.13. Vacation

The annual vacation for bargaining unit members on a 12-month appointment of .50 FTE or greater is 22 days each year prorated to the percentage of FTE.

Faculty members must use all annual vacation before the end of each annual appointment period. Failure to do so will result in forfeiture of that year's annual vacation.

Faculty may use such vacation throughout their appointment term with the coordination and approval of their supervisor. Such approval will be obtained in accordance with the reasonable notice requirements of the unit. A faculty member's vacation leave balance shall be debited only for leave taken on scheduled work days. Records of leave balances will be maintained by the faculty member's department.

20.14. Military Leave

Leaves of absence necessitated by a faculty member's absence from work resulting from a period of service in the uniformed services shall be handled in a manner consistent with the employer's obligations under applicable federal and state law. In its administration of this provision, the University will adhere to all requirements of the uniformed services employment and reemployment rights act of 1994 ("USERRA"), (38 U.S.C., Sections 4301-4326) and any other pertinent legislation, including provisions relating to reinstatement.

20.15. Parking

Faculty shall be subject to the same parking rates, procedures and policies as other University employees who are not subject to collective bargaining. A bargaining unit member will need to apply for a parking permit each semester, or summer session, as the parking permit cost will be calculated based on the number of credit hours they are assigned to teach.

20.16. Post-Employment Privileges

A bargaining unit member who has attained 65 years of age and who has no less than ten (10) years of University employment out of the last fifteen (15) years as a faculty member with no less than 60 accumulated credits (or 0.25 FTE for non-lecturers), , and who has submitted to their department chair a written intent to leave the employment of the University will be eligible for an "extended privilege" University identification card. The identification card will be issued by the CATCard office after the faculty member notifies the Human Resource Services Office in writing of their eligibility and desire to replace their I.D. Card. Such card shall carry the following privileges:

- library borrowing privileges as provided to active faculty;
- discounts at the University store and access to tickets for UVM events as provided to active employees; and
- athletic facility access as provided to faculty retirees.

20.17. University Benefits Advisory Council

To the extent that the University Benefits Advisory Council exists and continues as described in the Agreement between the University of Vermont and United Academics (full-time), it shall include one (1) voting member from the bargaining unit.

20.18. If during the life of this Agreement the Vermont legislature or the federal government passes any legislation that involves universal medical insurance or that otherwise affects, directly or indirectly, medical insurance plans, the costs of offering such plans, or any payroll taxes to support other medical insurance plans, the parties will meet within ten days of the passage of such legislation to reopen the contract on a limited basis and negotiate over the impact of such legislation on the medical insurance plans and their costs.

Note: Status quo on Appendix A