

## **OUR WINS AND DUES INFORMATION**

WE DID IT! Through securing a first contract, our union has codified and extended protections/workplace rights for our entire bargaining unit. Most importantly, we have fundamentally changed the relationship and balance of power between faculty and academic staff and KU Management. **When ratified, this agreement will ensure that KU can no longer make unilateral decisions on the policies, procedures, and decisions that affect us and our work.** Our current wins:

### **Compensation:**

- Promotion increases, 2% ATB in 24/25, 1% ATB in '26, economic reopeners in '27 & '28 will allow UAKU to keep bargaining for better pay
- \$1.5 million pool will be distributed at unit level to address compression/merit
- New minima for all job titles; 400 of the lowest paid BU members will get a median 14% increase
- First time ever path to promotion for lecturers, which will come with pay increases

**Academic Freedom** is enshrined in the contract for everyone

- KU “shall not” attempt to control the personal expression of members

**Shared Governance** has been protected and strengthened

- Protect and codifies current Shared Governance procedures and policies
- KU cannot unilaterally change or alter current governance structures
- Grievable—if contract language is violated

**Evaluations** standards are maintained at the department level and therefore determined by faculty and academic staff

- Prevented unilateral admin-proposed changes like adding “University citizenship” or a number associated with each qualitative rating or extra requirements for annual performance evaluations
- Annual goals are part of the evaluation process but they are developmental and not evaluative
- Opportunity for BU members to append any comments, documents or materials if they disagree with the review outcome
- Appeal process is detailed; requirements for each BU title are described

**Promotion and Tenure:** Article addresses the changes that KBOR was making to P+T and Workload during negotiations with the goal of serving the interests of BU members

- Created a timeline for implementation of new criteria so people do not have to be evaluated by new criteria immediately
- Units make rules of how to meet various standards
- Promotion path for lecturers to senior lecturer, with longer/multi-year appointments.

**Workload:**

- Prevented “university citizenship” being a required part of workload
- Maintained department level control of workload policies
- Members can share their preferences in work assignments
- Overloads cannot be forced
- Outside work opportunities cannot be limited while not on paid status

**Appointments:**

- Keeping split & joint appointments
- Protections and codified language for tenure
- Teaching Faculty, Senior Lecturers, most Professors of Practice get 3 year appointments; others currently on multi-year appointments typically continue to have multi-year appointments

**Facilities and Equipment:**

- Contractual guarantee that each employee will be provided appropriate facilities and equipment to do their jobs

**Health and Safety:**

- KU will maintain safe and healthy working conditions including reasonable safety equipment, supplies and clothing at no cost to BU members.
- UAKU may make recommendations for which KU has 10 working days to respond. Ongoing concerns addressed in a Labor-Management Committee.

**Non-Discrimination and Anti-Harassment:**

- Protects equal opportunity regardless of national origin, preventing administration from doing pre-emptive compliance without a statutory obligation.

**Discipline:**

- Codifies just cause standards: KU must have a reason to discipline a BU member and the reason must be fair. Burden of proof on KU.
- Timeline and process for discipline is clear and transparent, including disciplinary dismissal.

**Modified Instructional Duties** (open to ALL members with a FT, non-temp appointment):

- New parents can replace classroom teaching with some other kind of instructional-related work for a semester -- in other words, it's a full-semester supplement to parental leave.

**Union Rights:**

- Able to talk to new faculty and unclassified academic staff at new employee orientations
- UAKU officers/stewards will get time to perform duties to enforce our contract

## UAKU Membership Dues

Membership dues are an important part of building a strong, functional, member-led, and self-sustaining union for the long haul. Among myriad uses, membership dues can be used for future organizing drives and contract negotiations, printing informational materials for members, legal services, holding membership meetings, and for contract enforcement across campus, as well as our affiliations with the American Federation of Teachers, the American Association of University Professors, and the AFL-CIO. Members only pay dues when they are receiving paychecks from KU. **With our own collective pool of resources to run UAKU, we will set a strong foundation for our future as organized faculty and academic staff to continue improving our working conditions at KU.**

When you vote to ratify our contract and our constitution, you will also be asked to approve the following language on dues:

**“Effective April 15, 2026 the total dues rate shall be 1%. Effective January 31, 2027 the total dues rate shall be 1.25%. Effective January 31, 2028 the total dues rate shall be 1.5%.”**

This gradual increase will provide us the flexibility to maintain a sustainable funding stream for our internal union-building needs. This structure will also support us as we move forward towards an economic re-opener in 2027 and 2028, where we will continue to organize and fight for the compensation we all deserve. For Year One, most UAKU members will see more than a 1% increase as a result of our new contractually won minima and the \$1.5 million allocated to address compression and merit across our bargaining unit.

When ratified, this first contract, along with our proposed dues rate and constitution, will be a strong foundation for our union’s future contract fights (especially our economic re-opener in 2027/2028, which will allow us to continue bargaining for fair and dignified compensation in a changing financial landscape). Now more than ever in the fight for the future of higher education, we are thrilled to secure an agreement that wins us our fundamental rights so that we can continue organizing our union to fight for (and secure) everything that we deserve.

We encourage all UAKU members to [RSVP here](#) to attend an upcoming membership meeting where we will discuss our tentative agreement, our constitution, and our voting process.