



## ***Associated Faculties of the Universities of Maine***

3/22/2022

We have nearly reached a tentative agreement (TA) with UMS for a contract for July 1, 2021-June 30, 2023. In addition to this TA, UMS and AFUM have signed an MOU for a retirement incentive. Given the date for the first incentive, we wanted to get this information in front of you as soon as possible.

### **Retirement Incentive**

There are two special retirement programs; which we refer to as the April and October programs.

- Eligibility: Age 62 & 10 years consecutive service or age 60 & 20 years consecutive service.
- Members on sabbatical may utilize this incentive with no need to return for a full year.
- Members on phased retirement are eligible.

### **APRIL WINDOW**

- Give notice by APRIL 15 to retire September 1, 2022 (July 1, 2022 FY).
- Receive **1-year** final base salary as a lump sum contribution to your 403(b) retirement plan & active health insurance until age 65/Medicare eligible.
  - Faculty on phased who retire earlier than planned are also eligible, receiving 1 year salary at your reduced base rate.
  - The University may request that you delay retirement 1 or 2 semesters by May 15. You choose to accept/decline the request. If you accept, you still receive incentive.

### **OCTOBER WINDOW**

- Give notice by October 15, 2022 to retire *by* September 1, 2023 (July 1, 2023 FY).
- Receive **half year** final base salary as a lump sum contribution to your 403(b) retirement plan & active health insurance until age 65/Medicare eligible.
  - Faculty on phased who retire earlier than planned are also eligible, receiving half-year salary at your reduced base rate.
- The University may request that you delay retirement 1 to 4 semesters by December 15, 2022. You choose to accept/decline the request. If you accept, you still receive the incentive.

## Tentative Agreement Summary

- Salary increase 3% July 1, 2021 (retroactive) & 3% July 1, 2022.
  - Applies to overloads, rank minima, in-unit chair stipends, lecturer steps
  - We all realize that faculty deserve substantially more than this raise. Inflation alone has already moved us backwards.
- A new definition of HyFlex that is in-person & synchronous on-line with a preparation fee and a payment schedule for larger classes. Those teaching Hyflex (UMS definition) this past year shall receive payment. AFUM will withdraw our Prohibited Practice Complaint.
- Summer salary retirement contribution applies to both 1/9<sup>th</sup> and 2/9<sup>th</sup> Summer Salary
- Tuition Waiver increases from 50% to 55% for Fall 2022 and 60% for Fall 2023.
- Added Juneteenth as a holiday.
- Made leave provisions consistent with new State Law
  - Members may utilize up to 40 hours of leave per year for any reason, including emergencies.
  - The Parties agree that the language in 4(a) satisfies the Maine Earned Paid Leave (MEPL) statute and acknowledge that the leave provided in this provision exceeds the requirements of the Maine Earned Paid Leave statute.
- Extended non-discrimination language
- Clarify that alternatives to Teaching (Appendix K) applies to Cooperative Extension Educational programming.
- Puts the three dental options into CBA. Clarifies that employee-only coverage is either traditional or enhanced.
- Continue discussions on distance education past practice through July 1, 2022. If no agreement is reached, either party may initiate the statutory process. Any agreement reached shall be subject to ratification by the members.
- Pre-2010 instructors treated as lecturers for severance, provides a salary increase for those that did not receive lecturer steps.
- Lecturers: Enhanced Career path and pay structure
  - A rank minimum & 3 ranks (Lecturer, Senior Lecturer, Principal Lecturer)
  - Enhanced severance for lecturers; if discontinued for bona fide program or financial reasons shall receive severance of 0.5 months of salary per year of completed service up to a maximum of 12 months.
  - For *new* lecturers (Fall 2022) a promotional process
    - Upon becoming Just Cause (year 6) a step increase and promotion to Senior lecturer (a salary increase)
    - Year 10 a step increase &, based on a satisfactory quadrennial review emphasizing demonstrated contributions in accordance with department criteria, a promotion to Principal lecturer and a promotional increase.
    - The salary increases exceed the current provisions.
  - For *current* lecturers
    - Lecturers who have not yet received just cause status shall, upon receiving Just Cause status be promoted to Senior Lecturer and receive the new step and promotional amounts. In year 10 they shall receive the year 10 step increase and be promoted to Principal Lecturer with the promotional increase.
    - Just Cause lecturers with less than 10 years are promoted to Senior Lecturer and shall be promoted to Principal lecturer in year 10, receiving the step and promotional increase.
    - Just Cause lecturers with more than 10 years and less than 16 years shall be promoted to Principal Lecturers and receive a promotional increase.

compression, or inversion which results from this contract provision.

It has been a difficult session and our work is not yet complete.

Next steps: Once we have an agreement the AFUM NT will be hosting a virtual meeting for members to discuss the TA. The Bargaining Council is being set up. After the Bargaining Council members will vote to accept/decline the agreement.

Your AFUM Negotiating Team

Chris Bates (UMA), Mellisa Clawson (UMF), Krishna Kaphle (UMFK), Vanessa Klein (UM CE), Lisa Leduc (UMPI), Jim McClymer (UM), Lydia Savage (USM), Sherrie Sprangers (UMM) and Stephanie von Glinsky who is our AFUM UniServ Director from MEA.

***Our Union, Our Voice***

[AFUMPresident@gmail.com](mailto:AFUMPresident@gmail.com)

Online: [afum.info](http://afum.info)

