



Associated Faculties of the Universities of Maine

12/26/2023

Dear Colleagues,

On behalf of the AFUM Negotiating Team I am pleased to announce that we have reached a Tentative Agreement (TA) with UMS that extends our contract another year (July 2023-June 2024).

The TA provides for a 3% salary increase 7/1/2023 with all of the other negotiated wages also increasing 3%¹. In addition the tuition waiver will increase by 5% points, becoming 65% Fall 2024.

Either party may reopen the contract, once, to negotiate only upon wages.

Move Hy-Flex language from appendix into body of contract, Article 24. Current Article 24 becomes Article 25.

Housekeeping:

- Remove references to Instructor title as non-tenure track. Language was negotiated in 2010, which clarified that Instructor is a tenure-track rank. Legacied non-tenure-track Instructors were adjusted to Lecturers in the most recent round of collective bargaining.
- Article 7(C)(1): "Unit members with fixed length appointments, those holding tenure and/or continuing contract, and those holding the rank of Lecturer ~~or Instructor~~ who have earned just cause status, are not subject to reappointment."

A Bargaining Council is being organized prior to sending the TA out for a vote by membership.

Please contact your local AFUM Chapter to learn how to be a Council Delegate.

It should be needless to say that everyone recognizes that a 3% increase has us losing ground to inflation. The Negotiating Team weighed all the factors and decided that these terms were

¹ Base salaries; Rank minima; Overload schedule; Lecturer longevity increases; Lecturer promotion increases; (in-unit) Chair stipends

acceptable. The challenge remains for UMS to adequately support faculty, as well as all who contribute to our critical Missions.

The System Administration has done serious damage to relations with AFUM, and in doing so did serious damage to the health of the System. We acknowledge and appreciate that efforts are being made to correct for those failures and applaud the positive signs we are seeing, especially with UMS supporting Cooperating Departments, instead of their previous efforts to undermine Article 7.

I hope you will all join with me in asking the System to redouble their efforts to work with the faculty, governance and AFUM, with a new level of integrity, respect, and collegiality.

Yesterday the AFUM Executive Committee endorsed the University to recognize the Graduate Workers Union upon successful completion of their card campaign.

Their website is [UAW University of Maine Grad Workers | \(umaine-gradworkers.org\)](http://umaine-gradworkers.org)

Our letter of support is attached.

In Continuing Solidarity.

Jim

Jim McClymer, PhD

AFUM President