

UFF Proposal & Information Request 20 July 2009 – Revised 28 July 2009

Information needs:

1. Definitions of alleged layoff units.
2. Names of all faculty members in the alleged layoff units, identified by alleged layoff unit, prior to the first layoff notice (as of 1 December 2008), with date of hire and tenure status.
3. List of all new employees (people hired effective since 1 December 2008), in and out of unit, with department, position classification, salary, and funding source – and indication of whether they have been given notice of layoff/non-reappointment.

Impact bargaining issues:

1. The UFF wants to see evidence that a vigorous effort is being made to find a way to retain those faculty members who have received notice of layoff, including the so-called “non-reappointments”. For example:

If the top 13 “double-dippers” agreed to work for half their current salary rate, about ten of the faculty members under layoff notice could be rehired.
2. Priority in exceptions to hiring freeze must be to address classroom teaching needs caused by layoff.
3. UFF would like to nominate a faculty representative on the committee on exceptions to hiring freeze.
4. There will be no hiring of new faculty while laid off faculty qualified for the work remain without jobs. (a 13.5(a) interpretation).
5. There will be no Pathway hires until all of the faculty members laid off have been rehired or found other acceptable employment, and the University is not considering any further layoff.
6. Increased duties assigned to faculty members as a consequence of the layoffs, including any increases in teaching assignments, shall be divided equitably. For example, if teaching assignments need to be increased within a given department the increase will be shared among all the faculty members of the department.
7. Faculty members will follow their work. That is, if a unit is eliminated or otherwise reorganized, and the work (in particular, courses) of the unit goes to a new unit, the faculty members who performed the work (in particular, teach the courses) will move to the new unit.
8. Vigorous efforts will be made to find positions for laid off faculty within the University, with priority for tenured faculty.
9. The University will examine the demographics of the laid off (including “non-reappointed”) faculty members, to ensure that there has not been any discrimination or adverse impact on any group (such as age or gender).