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## BUFA Bargaining Bulletin #5 - May 25, 2020

The BUFA Negotiating Team and members of the Administration's Team met on Friday, May 22nd. The Parties tentatively agreed to changes in three articles, namely Library Department Heads (28), Leaves (34), and Performance Review (35).

In Article 28, the Parties agreed to minor "housekeeping" changes related to appointment procedures. In Article 34, the Parties agreed to changes requiring the University's Committee on Sabbatical Leaves to provide its recommendation for sabbatical approvals no later than August 31st of each year, and changes that expand the definition of scholarly activity in relation to sabbatical leave for professional librarians. In Article 35, the Parties clarified that each probationary and limited term professional librarian member will undergo a performance review at the sixth (6th), twelfth (12th), twenty-fourth (24th), and thirtieth (30th) months of employment.

Your BUFA Team is relatively satisfied with the pace of negotiations thus far. However, key issues related to research capacity, educational quality, scheduling, and collegial governance are still outstanding. These issues will undoubtedly be much more challenging.

The Parties are set to meet again on Monday, May 25th. At that meeting, we expect the Administration Team will table counterproposals on Article 21 Tenure and Promotion - Provisions for Full Time Faculty, Article 22 Permanence and Promotion for Professional Librarian Members, and Article 39 Copyrights. BUFA will provide a counterproposal to the Administration's demands concerning Article 24A Teaching Assignments and Scheduling Patterns.

We expect all monetary issues contained in Appendices C and D will be negotiated once all non-monetary issues have been settled.

As always, we are committed to keeping members informed about the state of negotiations.

In Solidarity,

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