COHE Highlights of Contract Changes
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In Imposed Terms (current contract), we won:
- performance averaging
- 7% overload pay
- two task forces on faculty salary and inept supervisors
- professional series of ranks for lecturers

But lost tenure-track rights for newly-hired librarians

New Proposed Contracts (up for ratification vote):
- First-time explicit recognition of rank and seniority in RIF procedures
  - first among the lecturer ranks, with part-timers being released before full-timers
  - among the professioriate
  - assistant professors RIF-ed before associates
  - associate professors RIF-ed before full professors
  - Within these ranks, seniority determine retention
  - RIF-ed positions cannot be filled for at least three years, instead of two
- Senior Lecturers and Librarian ranks gain rights similar to tenure-track after two years
  - their supervisor must notify them by December 15 of non-renewal
  - supervisor is required to explain reasons for non-renewal
  - affected faculty are entitled to the faculty peer review and grievance processes
  - Best job protection rights provided to adjunct faculty anywhere in the country?
- "Grandfathered" librarian faculty gain
  - rights to teach occasional credit courses for the library
  - apply for external grants that could purchase release time
  - clear access to university resources to conduct research

  But we were unable to get workload allocation for research
- Miscellaneous
  - administration may appoint tenured faculty as their representatives to the university promotion and tenure committee
  - assistance for local COHE officers to run P&T elections and obtain administration's analysis used to implement RIFs
  - cost-saving mechanism on court transcripts in grievances related to termination
- ULP on IP remains untainted by signed collective bargaining agreement
- A "NO" vote might mean
  - tenure retention, must re-apply for tenure every six years
  - reduction of IP royalties to 25% from the current 50%