

Guide to Bargaining Progress  
COHE-BOR Negotiations, 2011

On January 5, in response to a large number of COHE questions about their Librarian ranks proposal, they offered a number of counter-proposals purportedly to improve their original proposals and attempt to make them more palatable. (pp. 26, 33, 44, 47, 54, 55, 71)

Also on January 5, they offered a counter-proposal to provide the local COHE president with a copy of their statement in response to the public release of information about a grievance. (p. 8)

We tentatively agreed to the following Board proposals on January 28:

- Section 1.7, Delete Reference to extension program leaders as faculty supervisors (p. 83).
- Section 12A.4, Only tenured faculty are eligible to serve on P&T Committees, (p. 45-6). (and they agreed to insert language to ensure that sufficient tenured faculty are available for departmental P&T committees.)
- Section 20.3 and 22.3, Delete Fringe Benefits Committee (p. 83).
- Section 25.1, Agree to Three Year Duration for new contract (p. 83-4).
- Appendix D, Agree to Renumber Form to Step 4 and first proposed language to specify mistakes, but not second language which does not include presidential investigation report. (p. 80)

At the February 12 bargaining session, the Board representatives withdrew the proposed underlined language in the following passage after vigorous, exhaustive questioning by the COHE team (p. 19):

*7.8 MISCELLANEOUS PROVISIONS ...*

2. If the grievance concerns any decision involving the evaluative judgment of the quality of a faculty unit member's performance, nonrenewal, denial of promotion or change in rank, or denial of tenure, the grievance review will be limited to determining whether the decision was the result of failure to follow procedures, unless otherwise provided in this agreement. The burden of proof, in such cases, shall rest rests with the grievant.

On March 15, we tentatively agreed to the Board's proposal to include the following underlined language, if they included language that specifically stated that the legislature did not fund salary increases for that year. In years in which the Legislature has not appropriated funds to increase employee salaries, the annual appointment notice may omit details that are irrelevant to the proffered salary. (p. 71)