

## Overview of UTFA Proposals and the Administration's Level of Engagement Via Bilaterals and or Formal Mediation as of January 6, 2025

See [here](#) for a more detailed description of UTFA's proposals and the [negotiating process](#).

Bargaining Did Not Occur or Occurred only at a Surface Level (i.e. no substantive discussion)	Small Level of Substantive Engagement / Proposals Exchanged	Substantive Bargaining Occurred, (i.e. meaningful engagement beyond the surface)
Compensation items - Reform of the PTR process and Salary Anomaly	Salary (ATB & PTR) and Benefits	Librarian Research Days and Professional Development Days
Benefits, including health care, PERA, and child care benefits	Housing	Retirees' streamlined & expanded access to computer programs <b>AGREEMENT REACHED!</b>
Student Evaluations of Teaching	Workload	Accommodation on Family Status
Health and Safety	Criteria for Dean's Merit Award	Article 7, Grievance and Arbitration Process
Accommodations on Disability	Job Security and Grievance Rights for Part-Time Faculty	<b>Article 13, Vice-Deans Exclusions</b>
		Process for Negotiating Sexual Violence Policy Letter of Understanding and Procedural Fairness in Workplace Investigations