

Dear Colleagues -

At the last bargaining session on June 8th, our union ([Faculty Forward LUC](#)) submitted proposals for the remaining items on the bargaining table: Compensation, Workload, Parental Leave, and Term of Agreement. Here is what we are asking for:

Compensation

We persist in our demand for a compensation package that does not unfairly distinguish between part-time and full-time union faculty, and provides guaranteed raises across the board to help all of our members keep up with steep increases in the cost of living. This includes:

- A 4.75% increase to all union members' Fall 2025 salaries, which, on average, would be 1.4% percentage points greater than Management's offer to full time faculty. Management has refused to offer part time and temporary faculty any increase in salary whatsoever, but only a one time signing bonus.
- A 6.8% increase to full time faculty minimum salaries per rank, including guaranteed raises to minimum salaries for each two years of service up to 15 years. Management reduced their offer to only 5% increase to minimum salaries, which will ultimately positively impact almost no full time faculty.
- Guaranteed merit increases of at least 2.5% per year for all part-time and temporary faculty, as well as for full time faculty after 15 years of service. Management refuses to offer guarantees of merit pay.

Workload

- **Course Releases:** The University has agreed with our proposal that exceptional service responsibilities should trigger course releases for full-time union faculty, but we remain at odds about how releases are granted.
 - The University has proposed a formal, competitive, *Hunger Games*-style application process with a limited number of releases available; under their proposal, union members could be arbitrarily denied a release, with no possibility of grievance.
 - Our proposal seeks to build in accountability mechanisms and ensure that any union member whose service qualifies them for a course release will be granted one.
- **Labs:** Our union is holding the line to ensure that lab courses in Chemistry and Biochemistry and Forensic Science count fairly toward full-time faculty teaching loads. The University's status quo is that a Chemistry and Biochemistry or Forensic Science lab course is equivalent to 4/7th of a three-credit hour non-laboratory course. This does not account for differences in the number of contact hours among lab courses (2.75 to 4.83 hours) or differentiate between 1 credit hour and 2 credit hour lab courses.
 - Our latest proposal states that lab courses with up to three contact hours be counted as 4/5th of a three-credit hour non-laboratory course, and lab courses with four or more contact hours be counted as 8/5 of a three-credit hour non-laboratory course.

In response to our proposal, management threatened to take away Teaching Assistants from Chemistry and Biochemistry, and Forensics faculty teaching labs. This would leave FT NTT faculty to manage classes of 48 students - all of whom are working with dangerous chemicals - on their own.

Parental Leave for Part-Time Faculty

The University's proposal is four weeks paid Parental Leave for PT faculty. However, Illinois law does not allow infants younger than 6 weeks to be enrolled in licensed daycare.

- We are proposing six weeks of paid leave for part-time faculty on one- and two-year contracts, with the option to take the rest of the semester off unpaid without any future hiring or promotion penalties.
- We are proposing three weeks of paid leave for semester-to-semester part-time faculty.

Term of Agreement

- Our union is willing to consider a five-year collective bargaining agreement, provided that it includes pay retroactivity from January 2026.

Our [next bargaining session, which will take place on Zoom, is scheduled for Thursday June 25, at 10:00 a.m.](#) Though the session is scheduled to run until 4 p.m. CST, it may end earlier, so we encourage you to join us from the start of the meeting. We urge all members to attend as they can, when they can. Please see [our union website](#) for details and/or feel free to contact us with any questions, etc. at facultyforwardluc@gmail.com.

In solidarity,

The [Faculty Forward LUC](#) Bargaining Committee and Contract Action Team