

INTEROFFICE MEMORANDUM

TO: BOARD OF TRUSTEES OF THE UNIVERSITY OF THE DISTRICT OF COLUMBIA
DR. JAMES E. LYONS, SR., INTERIM PRESIDENT

FROM: D. SCOTT BARASH, GENERAL COUNSEL 

SUBJECT: 7TH MASTER AGREEMENT BETWEEN UNIVERSITY OF THE DISTRICT OF COLUMBIA AND
UNIVERSITY OF THE DISTRICT OF COLUMBIA FACULTY ASSOCIATION/NATIONAL EDUCATION
ASSOCIATION

DATE: AUGUST 15, 2014

The University of the District of Columbia (“University”) and the University of the District of Columbia Faculty Association/NEA (“UDCFA”) seek to enter into a collective bargaining agreement (“7th Master Agreement”), which will be effective through September 30, 2015. The 7th Master Agreement is the result of extensive negotiations and the Binding Interest Arbitration Award (“Award”) that was issued on July 7, 2014, which addresses the compensation and evaluation articles of the 7th Master Agreement. The prior collective bargaining agreement (“6th Master Agreement”) expired on September 30, 2008, and efforts to negotiate the 7th Master Agreement resulted in an impasse regarding certain terms. Some issues were negotiated and agreed upon by the University and UDCFA. The University and UDCFA, however, entered into an interest arbitration proceeding where both Compensation and Non-Compensation issues were considered and decided.

Upon approval of the material terms by the Board of Trustees, the 7th Master Agreement will include the following material revisions to the terms of the 6th Master Agreement:

Negotiated Terms:

- Release time of UDCFA President, Vice President, and representatives
- UDCFA parking spaces
- Disciplinary/Adverse Action
- Academic Freedom / Academic rights and responsibilities
- Promotion procedures
- Salary payments and payroll deductions
- Parking
- Overload compensation

- Summer semester
- Incentive award program (deleted)
- Compensation for Sabbatical Leave
- Safety and Health
- Duration

Award Terms:

- Evaluation
 - Evaluation of faculty performance – criteria, rating categories, and timeline
 - Performance management
 - Roles of the Evaluators (DEPC, Department Chair, Dean, and Provost/VPAA, including the composition of the DEPC)
 - Conversion to merit system
 - Student Feedback
 - Ability to grieve and arbitrate concerning evaluation
- Compensation
 - 3% COLA for faculty employed by the University as of May 6, 2014 (retroactive to Oct. 1, 2013)
 - One-time lump sum of \$1,881,870
 - Merit pool of \$274,110 for AY 2011-12 and AY 2012-13
 - COLA for FY'15 subject to funding by D.C. Government
 - Merit pool of \$138,000 for FY'15 subject to funding
 - Pay band adjustments (at the upper end) for Assistant Professor, Associate Professor, and Instructor

The material terms of the 7th Master Agreement have been either fully negotiated or arbitrated and are consistent with the summary above. The final language of the 7th Master Agreement is currently being reviewed and finalized by the parties consistent with the above, and will be available for review upon request.