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Candace Corvey
UNH Lead Negotiator

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August 28, 2015

UNH and Lecturers Reach Labor Agreement

DURHAM, N.H. -- The University of New Hampshire and UNH Lecturers United-AAUP announced today that the parties have reached agreement on a collective bargaining agreement (CBA) covering the three-year period from July 1, 2014, through June 30, 2017. The tentative agreement, reached in July, was ratified by the executive committee of the University System of New Hampshire board of trustees and the union this month.

The parties were in negotiation for about a year following certification of the new union by the New Hampshire Public Employee Labor Relations Board in February 2014. The approximately 200 lecturers at UNH are contract faculty, many of whom have dedicated their careers to UNH and whose primary focus is teaching.

The CBA calls for across-the-board salary increases of 2 percent effective January 2015, 3 percent effective August 2015, and 1 percent effective August 2016. In addition, a merit increase pool of 2 percent will be distributed in August 2016. In recognition of the fact that lecturer salaries are presently behind the regional market for teaching faculty, new minimum salaries have been set, and lecturers will also receive market equity additions to base salary between \$660 and \$880 in FY15 and FY16, and between \$880 and \$1,170 in FY17, depending on percent-time appointment. The agreement continues the health and retirement benefits lecturers had prior to unionization.

In addition, the agreement establishes consistent policies and practices regarding appointments, workload, performance review and promotion, leaves, grievances, and the rights and responsibilities of each party along with other typical contract articles.

“We are pleased to have reached what we all regard as a fair settlement on a brand new contract without the need for third-party assistance,” said Candace Corvey, lead negotiator for the university. “The teams have been at the table on a weekly basis and, while we had some very difficult issues to sort out, the tone has always been respectful and cordial.”

Catherine Moran, co-lead negotiator with Adam St. Jean of the UNHLU, said, “This CBA is an important tool that will support UNH lecturer faculty as we continue to deliver high-quality instruction to UNH students and mentor them in their academic pursuits. Clarity and transparency in policies and practices better enable lecturer faculty to meet the needs of our students.”

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