

Know the Facts:

Loyola University Chicago/SEIU Local 73 Negotiations

FACT

Loyola's goal from the start has been to reach an agreement that is consistent with our commitment to social justice and our Jesuit values. The University has met many of the Union's requests and proposed very **competitive pay, enhanced job security and longer appointments.**

FACT

Loyola has proposed pay increases for all SEIU-represented faculty, **which would make our College of Arts and Sciences non-tenure track faculty among the highest paid non-tenured faculty in Chicagoland.**

FACT

Loyola has proposed a **33%-35% increase to the standard per credit hour rate** for part-time faculty. At the same time, we maintain our position that it is not reasonable to make a full-time living from part-time work.

FACT

Loyola has proposed **annual merit raises** consistent with those earned by tenured and tenure-track faculty.

FACT

To provide greater job security, Loyola has proposed **longer appointments** for both full-time and part-time unionized faculty.

FACT

Loyola has proposed a **\$30,000 professional development fund** specifically for unionized faculty.

FACT

The **Union is proposing unrealistic restrictions** on Loyola's ability to use academic judgement in making faculty appointments and reappointments based on credentials, qualifications, and performance. This is a core issue that affects Loyola's ability to control the quality of our students' education.

FACT

SEIU's claim that Loyola imposed a "poison pill" Management Rights provision into negotiations at the last minute is false. The Management Rights provision that was discussed with the Union on Monday, April 2, was the very same Management Rights provision Loyola had previously provided in bargaining on November 28, 2017.

FACT

Loyola agreed to the Union's request that we collect Union dues from bargaining unit faculty. The language in this proposal is very similar to what is in other SEIU agreements, including those in place at Washington University and St. Louis University.

FACT

Despite significant movement from Loyola, **the Union continues to make demands that are not standard in most Loyola peer university SEIU contracts.**

FACT

The next scheduled bargaining session for Loyola and SEIU is Monday, April 16. Loyola's goal is to **reach a fair and reasonable agreement as soon as possible.**

For additional information, visit: www.luc.edu/bargaining.