



**Faculty Council
Collective Bargaining Committee
Tuesday, August 25th, 2026
Zoom**

MINUTES

Attending:

Deb Palmer (UCB), Joanne Addison (UCD), Diana White (UCD), Wendy Bolyard (UCD), Melanie Joy (Anschutz), Dylan Harris (UCCS), Brittany Orton (UCCS), Christy Thrash (Anschutz), Thomas Pshak (Anschutz), James Byrne (UCB)

1. Campus Working Group Updates

- Denver: Campus working group completed its report.
- Boulder and UCCS: Both groups conducted work over the summer and anticipate reports around October.
- Anschutz: Campus work is beginning, with an initial focus on education. Faculty Assembly planned an introductory session with campus HR and additional speakers/resources will be considered.
- Members discussed the importance of presenting balanced perspectives and being thoughtful about the role of administration/HR in collective bargaining education. The committee discussed potentially inviting labor counsel to a future meeting.

2. Committee Charge

- Reviewed the draft committee charge and proposed membership structure.
- Agreed to aim for three representatives from each campus, with campuses continuing to identify additional members as needed. Members emphasized broad representation and bringing additional faculty voices into the work.
- Discussed including Faculty Council leadership and campus Faculty Assembly chairs as ex officio participants.
- Proposed areas of focus for the charge include:
 - Cross-campus communication and information sharing.
 - Review of Regent Law and other system policies that could be affected by potential collective bargaining.
 - Recommendations to Faculty Council aimed at maintaining and strengthening shared governance.
- Members supported maintaining boundaries between the committee's educational/shared-governance work and union organizing, including maintaining confidentiality around nonpublic committee deliberations.
- Language was revised to avoid implying that collective bargaining implementation is predetermined and instead refer to potential authorization of collective bargaining.
- The charge will require review/approval by the Faculty Council Executive Committee and is expected to be finalized before the September 8 meeting.

3. Faculty Council Presentation

- Reviewed and revised slides for the August 27 Faculty Council presentation.



- Presentation will provide a brief overview of collective bargaining, explain why Faculty Council is examining the issue, summarize summer working group activities, provide campus updates, and explain the committee's role moving forward.
- Slides will emphasize that authorization of collective bargaining would be only the first step in a longer process and that implementation could differ significantly by campus or bargaining unit.
- Jorge Chavez will provide historical context regarding recent Regent activity; campus representatives will provide brief updates on their respective working groups.
- Members were asked to review their campus slides and make any final corrections before the presentation.

4. Next Steps

- Continue recruiting toward three committee representatives per campus.
- Finalize the committee charge and submit it through the appropriate Faculty Council/Executive Committee process.
- Finalize campus slides for the August 27 Faculty Council presentation.
- Explore inviting CU labor counsel and potentially an independent/third-party labor attorney to a future meeting to address legal questions, including questions specific to physicians and other Anschutz faculty.
- Consider future educational sessions involving all four campus working groups and review relevant Regent Law/system policies.
- Begin the September 8 meeting with campus updates, current questions, and progress reports, then identify specific committee work for upcoming meetings.

Next Meeting: Tuesday, September 8, 2026, 10:00–11:00 a.m. via Zoom.