

Fall Member Meeting



UIC United Faculty

Local #6456 AFT/IFT AAUP

UIC UF Fall membership Meeting

October 15, 2014,

2pm-4pm

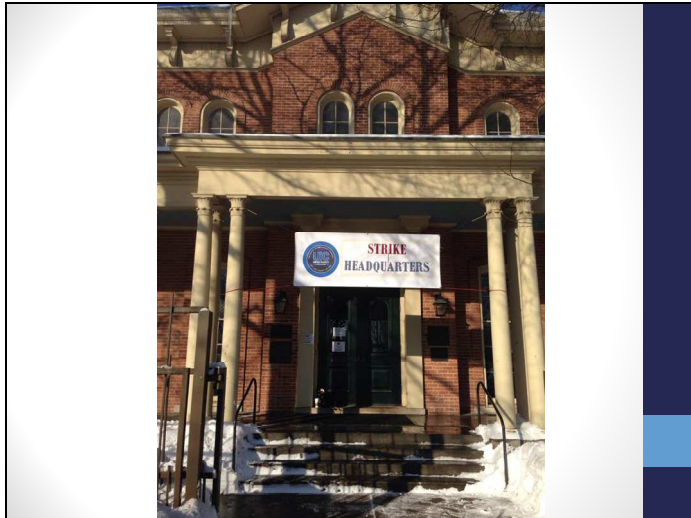
Jane Addams Hull House

Agenda

- Welcome to UICUF and introductions
 - Mission, structure, affiliations
- Activities since May
 - Going from bargaining to being a union
- Contract Implementation
 - What worked and issues brought to management meeting
- Looking ahead to bargaining...
 - Contract satisfaction survey, organizing and planning
- Should UICUF engage in electoral politics?
 - What other have been saying
 - Discussion and vote

WELCOME TO UICUF AND INTRODUCTIONS

Janet



8 months ago we were also at the Hull House on the 1st day of the strike.

Who we are...

- Approximately 1,100 members
- One union, two bargaining units:
 - **Tenure System**
 - Covers all faculty with 51% or greater appointments
 - **Non Tenure Track**
 - Covers all faculty with 51% or greater appointments who have the appropriate terminal degree or have been employed 4 consecutive semesters (excluding summers)
 - *Excludes Deans, Department Heads/Chairs and Faculty from Medical, Dental, and Pharmacy Schools*



Mission

UIC United Faculty is committed to:

- Realizing the mission of the University of Illinois at Chicago (UIC) as a public research university in a democratic society.
- Making sure that every member of the faculty has an individual voice and that the faculty as a whole has a collective voice in determining our future.
- Making the promise of shared governance a reality by backing it with the power of collective bargaining.
- Keeping the principles of academic freedom, free speech and free inquiry central both to our union and our university.

Quick facts



- Formed in 2010
- Formally recognized July 2012
- First contract ratified May 2014
- Contract ends August 2015
- UICUF is one of 48 49 unions in the UI system

Membership

Membership is not automatic...it does have "privileges"

Benefits from affiliations:

- AAUP
- AFT/IFT



Participation in UICUF decisions:

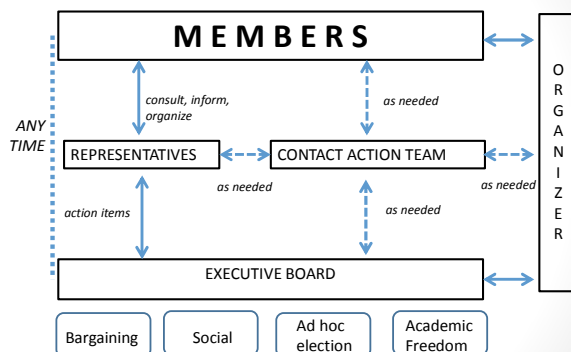
- Input...governance, service, new contract
- Can be member of bargaining committee
- Vote on ratification of next contract
- Run for office

If you are not a member or know of a colleague who is not a member, contact Jeff Edwards or Janet Smith

jjranch22@gmail.com

uicucjeff@gmail.com

Structure



Members are on top. They drive our organization

Jeff Edwards, UICUF Organizer

- UICUF Organizer
- PhD, Political Science
- Roosevelt University
 - Associate Professor, Political Science
 - Chair, University Senate
 - President, Roosevelt Chapter of AAUP
- Community Organizing Experience
 - Violence Prevention
 - Affordable Housing Advocate
 - AIDS Advocate

Email

uicufjeff@gmail.com

Executive Committee

President: Janet Smith, Urban Planning (TT)
Executive Vice President: Scott McFarland, English (NTT)
Secretary: Joseph Persky, Economics (TT)
Treasurer: John Shuler, Library (TT)
Vice President /Chief Steward: Jennifer Ashton, English (TT)
Vice Presidents NTT: Geraldine Gorman, Nursing (NTT)
Vice President TT: Paul Preissner, Architecture (TT)

Representatives by College:

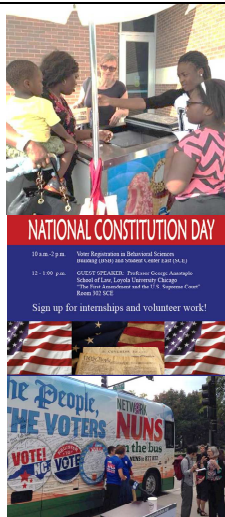
- Applied Health Sciences: Giamila Fantuzzi
- Architecture and the Arts: Therese Quinn
- Business Administration: Abel Galvan
- Education: Edward Podsiadlik
- Engineering: Michael J. Scott
- Library: Kevin O'Brien
- Nursing: Laurie Quinn
- Public Health: Victoria Persky
- Social Work: James Swartz
- Urban Planning and Public Affairs: Sharon Mastracci
- LAS Natural Sciences: Steve Guggenheim, Bonnie Saunders
- LAS Soc. & Beh. Sci: Molly Doane, Stephen Engelmann
- LAS Humanities: Cedric Johnson, Robin Grey, Robert Johnston, Charitianne Williams

ACTIVITIES SINCE MAY...

Jennifer

Activities

- Hired our own organizer – Jeff Edwards
- Setup office at 850 W Jackson, Suite 220
- Weekly EB meetings
- Rep meeting and steward training
- New faculty orientation
- Freshman convocation
- Constitution day and Nuns on the Bus
- Solidarity ...UIUC CFA, NTT; UIC Nurses; UIC Black Student Union
- Letters to BOT
 - Leadership changes (Aug 12)
 - Supporting Senate Vote of No Confidence in Chancellor (Aug 29)
- Met with chairs of presidential & chancellor search committees
- Labor Management meeting
- NEW WEBSITE



Just launched new webpage

UIC United Faculty

About Us

People

Contact

News

Current Contracts

Weblinks

Twitter

Facebook

Built with Indexhibit

UIC United Faculty Local 6456: American Federation of Teachers / American Association of University Professors / Illinois Federation of Teachers / AFL-CIO

UIC United Faculty is the labor union representing the bargaining units of Tenure/Tenure-Track and full-time Non-Tenure Track faculty at the University of Illinois at Chicago. The union was certified by the Illinois Labor Relations Board in 2012 and approved its first contract in May 2014.

UIC United Faculty is committed to:

-Realizing the mission of the University of Illinois at Chicago (UIC) as a public research university in a democratic society.

-Making sure that every member of the faculty has an individual voice and that the faculty as a whole has a collective voice in determining our future.

-Making the promise of shared governance a reality by backing it with the power of collective bargaining.

-Keeping the principles of academic freedom, free speech and free inquiry central both to our union and our university.

Read our UIC United Faculty Constitution: [HERE](#)

TREASURER'S REPORT

John

Dues amounts are one percent (1%) of gross monthly pay for all faculty (Tenure System and Non-Tenure System) who have appointments of greater than \$50,000 per year, and half of one percent (0.5%) of gross monthly pay for all remaining faculty (Tenure System and Non-Tenure System). Dues are calculated based on your salary as a bargaining unit faculty member, and are not calculated

(continued below)

Preliminary Annual Budget 2014/15

- One salaried employee; pay for health insurance, retirement
- Elected Union officers are not paid
- Non-profit organization; must file regular paperwork, pay taxes to the IRS and Illinois Revenue
- Expenses support membership services, education and union organization purposes
- Dues do not support any political activity
- Dues deposited each month, and began in September
- Affiliate dues paid each month; IFT; AFT: AAUP

on amounts such as (but not limited to) partial appointments in non-bargaining unit positions, summer classes, retroactive pay, administrative stipends, one time honorariums and awards, international faculty benefits or vacation payouts. Dues and "Fair Share" payments are fully tax deductible.

CONTRACT IMPLEMENTATION

Nick, Paul, Janet

Contract Highlights

Contract is 3 years for both TT and NTT starting AY 2012-13 and ending AY 2014-15

- 3% greater increase than we would have received otherwise
- \$1500 funds for research/professional development next year
- Guaranteed 10% raise upon promotion for all faculty
- Opportunity for promotion & multi-year contracts for all NTT
- 25% increase in starting salary for Lecturers
- No changes to working conditions without bargaining
- Guarantee Admin will follow the Statutes
- "Clean" fair share
- New computer program

Implementation...

What worked for the most part:

- Back pay raises
- Current year raises
- 25% increase in starting salary for Lecturers
- "Clean" fair share
- Guaranteed 10% raise upon promotion for all faculty

So far...

- *No changes to working conditions without bargaining*
- *Guarantee Admin will follow the Statutes*

What needed/needs work:

- Individual salary situations
- \$1500 funds for research/professional development
- Computers
- Opportunity for promotion & multi-year contracts for all NTT

Labor-management meeting October 13

- Discussed and attempted to resolve issues relating to back pay and awards
 - If you are having an issue, see one of us after the meeting
- Requested detailed information on raise distribution to determine how merit, equity and compression were awarded
- Discussed \$1,500 Professional Development funds
- Discussed Computer Replacement Program
- Discussed NTT Promotion and Multi-Year Appointment
- Discussed Lab Safety
- Discussed *An Atmosphere for Learning* "civility" email to see whether the university plans on changing our long held academic freedom rights. We suggested they keep academic freedom matters in the hands of the senate, where they belong

Discussion focused on the Professional Development funds and Computer Replacement Program issues that have arisen this year. The Union's Exec Board received letters that the UIC Admin sent to Deans, Department Heads and Chairs that clarify some of the confusion. Those letters are will be posted to the UIC website.

Upcoming Events

- INA Strike Next Week
 - 24 Hour strike: 1740 W Taylor
 - Tuesday, October 21st from 7:00am to 6:59am on the 22nd
 - 1500 Staff at University Hospital Represented by Illinois Nurses Association
 - Issues are Staffing Levels, removing Just cause and freezing steps
 - Signup Sheet
- Academic Freedom Forum in December:
 - Academic Freedom from the Salaita Case to the New Civility; What Should Students and Faculty Do?
 - Save the Date: Wednesday, December 3rd, 6-8 pm. SCE 302
Reception to follow at Hull House

LOOKING AHEAD TO BARGAINING...

Gerry and John

Room for improvement...things left on the table... or never on it

- NTT multiyear contracts
- More funds for compression (salary comparisons with our peers)
- Working conditions (health and safety)
- Shared governance
- Academic freedom

Discussion: What else needs to be in our next contract?

- *Contract survey will be means for ALL MEMBERS to provide detailed input – this is just food for thought*
- *Reps should meet with their members to discuss ideas and concerns*
- *Listening tour...Members of EB available*
- *Join the bargaining committee to plan and/or bargain*

Discussion involved members proffering ideas for what we want, some for the contract, some that could be accomplished through the senate (list)

SHOULD WE ENGAGE IN ELECTORAL POLITICS?

Scott and Leon

Political Activism

- What we can do and how dues are not used (Nick)
- What IFT is doing (Nick)
- Why this election matters to us as UICUF (Scott)
- What we have been doing as individual volunteers (Scott)
- Why we should be political now (Leon)

- *An endorsement is meaningful when there is action behind it. This can include get out the vote, contributions – all done within guidelines of our ethics policy.*

- *Discussion*

There was support among the members to engage in politics at some point in the future, but the membership decided that now we should continue to grow our membership and focus on our goals for UIC this year. Members discussed personally volunteering at IFT phone banks and labor walks before the election.

Reminders....

- Talk to us: we can come to you or you to us
- Talk to each other: what is / isn't working
- Next Rep Assembly Meeting: December
- Academic Freedom Panel and Discussion: December 3, 6-8pm Hull House
- Coming soon: New UICUF website
- Like us on Facebook (please)!



Thank you!

Questions...contact:

Janet Smith (janets@uic.edu or jjranch22@gmail.com)

Jeff Edwards at UICJeff@gmail.com

NTT Appointment, Reappointment, Promotion

- Procedures for promotion for all faculty will be in place by the end of the next academic year
- All hard funded faculty who receive a promotion in the future shall be offered a multi-year contracts in perpetuity
- Hard funded faculty who have been promoted at UIC shall receive a multi-year contract next year
- All hard funded faculty with 10 years experience in their position shall receive a multi-year contract next year

These last 4 slides were not part of the presentation, but were included at the end in case members had specific issues they wanted to discuss after the meeting.

Compression needs

University of Illinois at Chicago and AAUOE Institutions
Weighted to UIC Distribution of Faculty

Academic Discipline	No. of Univ.	FY 1987		FY 2002		FY 2014		UIC Rank Ch. Since 1987, 2002
		UIC Salary	UIC Rank	UIC Salary	UIC Rank	UIC Salary	UIC Rank	
Architecture	16	\$34,233	13	\$63,743	9	\$79,716	16	-3 -7
Business	21	45,451	11	102,327	15	125,995	21	-10 -6
Education	71	32,773	10	69,540	4	99,209	6	4 0
Engineering	18	47,921	2	92,588	3	111,284	14	12 11
Foreign Languages	21	33,259	11	65,614	5	77,425	12	-1 -7
Literature	21	34,622	11	62,637	4	82,704	6	5 0
Mathematics	21	42,184	12	77,123	15	103,247	13	-1 2
Philosophy	71	41,405	4	68,407	4	93,060	15	-11 -11
Physical Sciences	21	42,816	6	74,571	14	88,580	20	14 4
Psychology	21	41,351	9	74,478	7	101,811	13	-4 -6
Social Sciences	21	37,882	14	71,711	13	93,457	16	-2 -3
Social Work	13	36,274	8	59,171	10	84,927	11	-3 -1
Arts	71	33,340	7	64,144	4	72,157	12	-5 -8

Univ. of Arizona, Michigan State University, Univ. of Colorado - Boulder, Univ. of Minnesota, Univ. of Florida, Univ. of Missouri, Univ. of North Carolina - Chapel Hill, Univ. of Ill. - Urbana-Champaign, Ohio State University, Indiana University, Univ. of Oregon, Univ. of Iowa, Penn State University, Iowa State University, Purdue University, Univ. of Kansas, Univ. of Texas - Austin, Univ. of Maryland - College Park, Univ. of Virginia, Univ. of Michigan, Univ. of Wisconsin - Madison

Health & Safety, Physical Conditions

- University commits to follow state and federal rules regarding health and safety, and to make reasonable efforts to resolve outstanding issues
- University pays for all items that it requires faculty use in the performance of their duties.
- University provides appropriate number of eyewash stations and safety showers at their expense
- University shall provide or pay the cost of proper training for faculty who operate machinery or equipment
- University provides classroom, lab and office space adequate for safe and effective teaching and research
- NTT: Departments must provide private office space for you to meet with students

Academic Freedom & Governance

- Enshrines academic freedom rights for TT and NTT faculty.
- Violations go through Shared Governance procedure, but any violation of procedure can be grieved
- Recognizes role of senate in traditional shared governance issues
- University now provides budgetary and financial information as soon as law allows, and a meeting with Chancellor & Provost to discuss budget issues
- Guarantees that no faculty member—TT or NTT—will be penalized for participation in faculty governance