

AAUP NEWSLETTER

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Montgomery College Chapter

December, 2006

President's Corner

by Harry Zarin

I am returning to the post as Chapter President after two years as Past President and am looking forward to helping our membership continue to be represented on all issues that are covered in our collective bargaining agreement. I, as I am sure all of you do, wish to thank Rose Sachs for her leadership over the past two years. Rose will continue to serve on the Executive Committee as the immediate Past President.

The semester is almost over, and as I sit here writing this article I am thinking about several things. The first is that this is the first newsletter you are seeing from the Chapter this semester. This may give you the impression that we are invisible and are not working on your behalf. However, this is definitely not the case. The Executive Committee has been meeting regularly, a negotiating team has been assembled and negotiations have begun, I represented the faculty on the Presidential Search Committee, members of the Executive Committee met with a group of faculty on the TP/SS campus, and we continue to be on the front lines meeting with faculty who have contractual and working conditions concerns with Management. We are a first line of defense and try to help prevent issues from rising to the level of a formal grievance with Management. The Chapter is, after all, the exclusive representative of all members of the bargaining unit whether they are dues paying members or not. One of our primary roles is that of an ombudsman, where we handle infrequent concerns and complaints of the faculty

and intercede on their behalf with Management. It is in this area where we are very effective in helping protect the contract and the faculty. I can't encourage you enough to speak with a member of the Executive Committee if you feel you have questions or concerns about your working conditions at the college or your salary.

Appreciation

Secondly, I am thinking about the many faculty who were instrumental in getting the Chapter started and negotiating our first several contracts. Many of these faculty members have retired and are moving on with their lives. Tom Walker and Jack Suruda, two very active members of the Chapter, retired several years ago. Last year, Bob Coley and Dave Keiffer from the Germantown campus, and Don Day and Mike Weichbrod from the Rockville campus, decided to retire. Don was the Chapter's Grievance Officer for many years and turned over this important duty to Rockville Counselor Tim Kirkner. As these experienced faculty members leave, so does a history of the College and the Chapter and a level of knowledge that cannot be replaced.

Your Opportunity

A core group of interested and concerned faculty continues to manage Chapter affairs, negotiate contracts, sit on committees, be the voice for the faculty, and protect your rights as a faculty member at Montgomery College. It is imperative that the Chapter continue to attract and recruit new faculty to volunteer to help manage the Chapter. If you believe that your salary, benefits, working conditions, summer pay, and work load are important issues that need to be protected, perhaps you too can become a volunteer and help the Chapter maintain the high level of work that we do on a regular basis on behalf of the faculty. If you are skilled in negotiations, labor law,

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communications, etc. and are interested in lending a hand, please contact a Chapter representative on your campus or contact me at harry.zarin@montgomerycollege.edu or x 7767. I am sure we can put you to work, and it will be work that you will enjoy.

I am committed to helping us have a more visible role on the campuses by sending out more frequent newsletters, corresponding by e-mail, and having meetings on the different campuses. I look forward to serving all of you for the rest of this academic year.

Below are my comments on several activities Chapter representatives have undertaken this year and information on other activities the Executive Committee has been involved with this semester.

Negotiations

One of the most important activities the Chapter undertakes periodically for the faculty is negotiating the faculty contract with Management. We are currently in the last year of a three-year contract and recently began negotiations with Management to develop a contract that will go into effect in August 2007. A solid negotiating team has been assembled to help complete this important task. The team consists of:

- Rose Sachs-Counseling-R (Chief Negotiator)
- Rick Penn-Math-R
- Bill Talbot-Accounting-R
- Joan Naake-English G
- Laura Gardner-Counseling-TP/SS

Rose is a veteran negotiator who is never afraid to say what is on her mind with regards to important issues. Rick and Joan served on our last negotiating team, and Bill and Laura are excellent additions to this year's team. Bill is currently the Chapter's Treasurer. We are sure that Rick will appreciate having an additional numbers person on the team this year.

Several members of both our team and Management's team recently completed a one-day session on Interest Based Bargaining. The session was led by Bill McFadden from the Federal Mediation and Conciliation Office. As he has done during the last three rounds of negotiations, Bill will be sitting in on as many negotiating sessions as his schedule

permits. Negotiations will probably be completed in late spring. Members of the chapter will have an opportunity to vote on the tentative agreement that we hope to reach at our end of the year meeting in May.

For obvious reasons, the contents of the negotiating sessions are very confidential, and we will try to keep the membership informed of progress that is being made on the critical issues we will be negotiating this year.

Committees

Last year Chapter, Assembly, and Management representatives participated in three committees that were designed to help resolve several problems that had been brought to the Chapter's attention. All members of the committees received training in Interest Based Bargaining and were set to task earlier in the year.

Faculty Leave Committee

The Faculty Leave Committee worked diligently to develop a draft proposal that was put into effect this fall. The proposal, while not perfect, attempts to encourage fair, equitable, and uniform enforcement of faculty leave across the campuses. The policy allows for an appeals process for faculty members who feel the policy was not fairly enforced. It is critically important that members of the Chapter's Executive Committee hear of any concerns and complaints the membership has with regards to this policy. We are following the enforcement of the policy very closely and want to make sure that any revisions to the policy are done so with input from the faculty. According to Mary Kay Shartle-Galotto, the Committee will reconvene next fall in order to "...assess the effectiveness of the guidelines and decide whether to continue with this new structure or modify it." Please do not hesitate to contact the AAUP representative on your respective campus or Tim Kirkner, Grievance Officer, if you have concerns about the current policy.

One aspect of the policy that already appears to be problematic is the requirement that a full day's leave must be taken if a person misses a class greater than 75 minutes in length if this is their only scheduled obligation of the day. At least one faculty member has come to the Chapter with a concern about this provision in the policy because the faculty member was charged a full day's leave despite the fact that said faculty member was in the office working a large part of the day after the class was missed. It seems to me that this

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provision of the policy appears to dismiss the fact that faculty do more than just teach and meet with students for 3 hours a week. Needless to say, we on the Executive Committee are very interested in hearing from you if you have concerns about the Faculty Leave Policy.

Coordinator ESH Committee

This particular committee was tasked with the job of trying to create a fair and equitable way of distributing coordinator ESH across the campuses. Unfortunately the Committee, for a variety of reasons, has not made as much progress as had been hoped. Members of the committee met throughout the year, conducted a survey on the duties of current Chairs and Coordinators and time spent completing those duties, and that was it. The Committee met recently with Mary Kay Shartle-Galotto and further refined the purpose and goals of the Committee. We are hopeful that this impressive group of faculty and administrators will come up with a plan that, by the end of the spring semester, identifies the duties of Coordinators and will have developed a formula for the equitable and fair distribution of ESH for Coordinators across the campuses.

Distance Learning Committee

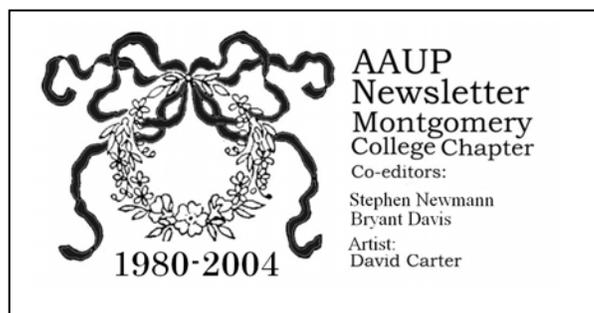
Representatives of the Office of Distance Learning, the Chapter, the Assembly, Information Technology, and the Deans came together last year to help resolve a variety of issues that were brought to the Chapter's attention. The need for a committee approach to resolve the issues was made even more pressing as a result of the poorly developed "draft" Academic Area Review Report that was developed with no faculty input. This report is being revised this year. The Committee has identified many issues related to distance learning and prioritized the issues. This year, the Committee will develop solutions to the highest ranking issues on the list. We are also hopeful that this group of dedicated Committee members will be able to resolve several issues on its list by the end of the academic year.

Retiree/Rehire Program Clarification

Several years ago, a new program was developed and agreed upon as a result of many months of negotiations with Management. The program, designed to allow select, recently retired faculty to be rehired into critical roles, was created but never implemented due to budgetary problems. This year, the program was used for the first time, and two

Who's Who in 2006

President	Harry Zarin - (G)	279-5077
Secretary	Pat Feeney - (R)	251-7484
Treasurer	Bill Talbot - (R)	279-5014
VP – G	Abby Spero - (G)	353-7753
VP – R	Judith Prask - (R)	279-5126
VP – TP	Tracey Smith-Bryant - (TP)	650-1369
Past President	Rose Sachs - (R)	353-7767
Governance Liaison		
	Jim O'Brien - (R)	279-5233
Grievance Officers		
	Tim Kirkner - (R)	279-5049
At-large Member	Trudy Cohen - (TP)	650-1412
At-large Member	Ken Weiner - (R)	279-5203



faculty members were hired back to work for Montgomery College after retiring in June. The program is only open to retired faculty who apply for positions identified by Management as being critical in nature. The role of the faculty in this program requires them to commit to working at least 9 ESH in an academic year and will require them to do more than teach in the classroom. The salaries for these types of positions are written in Appendix II of the collective bargaining agreement.

When this program was initially developed, there was an understanding between Management and the Chapter that these types of positions were not to be used to replace a full-time faculty position. Unfortunately, this is not what occurred this year. The Executive Committee is hopeful that Management will see to it to create a pool of retiree/rehire positions that do not infringe on already funded full-time positions.

Presidential Search

By the time you receive this newsletter the Presidential search process, which began this summer, will have hopefully come to a close with the naming of the new President of MC. I, along with faculty members Sonya Chiles (R), Margaret Latimer (G), and Gail Jenkins (TP/SS), were honored to represent the faculty on the Search Committee. The entire Committee spent many long hours reviewing applications and resumes, conducting reference checks, sitting in meetings, and finally participating in two days of interviews. The Committee was able to narrow down a potential list of over 70 candidates to three.

Each of the candidates participated in campus forums and met with faculty, staff, administrators, members of the BOT, and students. The Executive Committee hopes you were able to attend a campus forum on each candidate and provided feedback to the Board of Trustees.

Campus meetings

For the past several years members of the Executive Committee have met with interested faculty members on each campus. This fall a meeting was held at the TP/SS campus with a small, yet vocal, group of faculty members. Concerns were expressed about a variety of subjects including local travel reimbursement, the new faculty leave policy, professional development needs, chair and coordinator responsibilities, ESH, and the general mood of the campus. Members of the Executive Committee will be working to get answers to the questions that were raised at the meeting and will be following up on several of the issues that were raised.

Future meetings will be held at both the Rockville and Germantown campuses next semester.

Chapter Membership/Service Fee Requirements

Several years ago the Chapter was successful in negotiating a provision in the contract that established Montgomery College as a modified-agency shop. This provision requires that **all** faculty hired after August 2001 must either join the Chapter as a full member or pay a service fee to the Chapter for our representational services. The service fee is equal to 60% of the full membership

dues. The Executive Committee is working with representatives of Management to identify those faculty who are not paying their fair share to the Chapter. If you were hired after August 2001 and you are not a member of the Chapter or are not paying a service fee to the Chapter, you will be receiving a memo from Management stating that you need to correct this mistake. If you have any questions about this provision in the contract, do not hesitate to contact a member of the Executive Committee.

Letters to the editor

Interested in expressing your opinion about a subject you feel is relevant to the faculty? If so, send a signed letter to one of our editors, Steve Newman or Bryant Davis. We will publish your letter in future newsletters

Q & A

1. Is it true that I need to return to my home campus in order to be reimbursed for local travel?

No. According to the P & P, 6500CP authorized travel includes travel between the college campuses, and there is no stipulation in this policy that says that an employee must return to the home campus in order to be reimbursed for local travel.

2. I heard that the faculty are getting another raise in January, is this true?

Yes. The contract called for two increases this year, the last year of a 3-year contract. In the fall, all faculty received an increase of 3% plus \$2,019; up to the maximum of \$85,042. In January, all faculty will receive a 1.5% increase in their base salary up to the new maximum of \$86,280.