

AAUP Update: Newsletter, April 2015

Update from Harry N. Zarin, G-Counseling, Chapter President

Contract/Negotiations:

At our spring meeting in January, we updated those in attendance on the progress we were making in negotiations. Shortly after that meeting, we posted a summary of the tentative agreements that were reached in the Chapter Documents section of the Chapter website, and on February 13th, we conducted our first ever electronic vote on the agreements. By an overwhelming majority, the agreement was ratified by the membership. I am pleased to report that on the evening of March 23rd the Board of Trustees voted to ratify the agreement. We are very thankful to the Board of Trustees, Dr. Pollard, the members of Management's Negotiating Team, Dr. Janet Wormack, and Dr. Sanjay Rai for their support and efforts towards bring this year's negotiations to a successful conclusion.

We believe we made some very important progress with these agreements that will benefit our membership. We successfully negotiated a 9-year contract, which included increases in salary for the next three years, increases in EAP for the next three years, and additional pay for days worked over 195 in any academic year. Additional protection was negotiated with the inclusion of final and binding arbitration for grievances, which also includes discipline and discharge situations.

Please refer to the Executive Summary of the tentative agreements in the Chapter Documents for additional information on these and other important agreements that were reached. Also, for your reading pleasure, the entire new Collective Bargaining Agreement has been posted in the above-mentioned section of the Chapter website.

We all owe our Negotiating Team and Executive Committee a tremendous debt of thanks for the numerous hours spent both in committee meetings and at the negotiating table. Also, Rose Sachs, our past President and retired counselor, deserves a big thank you for her time and efforts spent in many meetings as our hired consultant. David Kelly, the Chapter's attorney, also deserves our thanks for his superb guidance and support throughout this entire process.

Budgetary Issues and Testimony:

The Board of Trustees annually submits a proposed operating budget to the County Executive, and the County Executive then makes a budget recommendation to the full Council and the College. This year, the BOT proposed an operating budget that was approximately \$15 million higher than last year's budget. This included \$11.8 million to cover negotiated increases in the costs of employee compensation and benefits and additional funds to cover the costs of several important student success initiatives. **The County Executive recommended an increase of only \$3 million over last year's budget, and in his proposal, he asked that the College make up the difference, by among other things, severely increasing our tuition rates.** The College is now

lobbying members of the County Council and asking them to restore as much as they can to our operating budget so that our negotiated increases in salary and student success programs can be funded.

As the President of our Chapter, I have been asked to represent the faculty at the County Council hearings on Wednesday, April 15th, at 7:00pm in the 3rd floor hearing room at the County Council building. It is very important that as many faculty and employees as possible attend these hearing. We want to pack the house as a way of demonstrating our sincere interest in the college and showing the County Council that we support the mission of the college and the success of our students. Your AAUP Executive Committee would appreciate it if you would mark your calendar and plan on taking some time out of your day to attend these hearings.

In order to assist me in writing my testimony, I am soliciting your assistance. I would like to highlight the accomplishments of some of our faculty and students in my 3-minute testimony. Yes, I said 3-minute testimony; this is all the time each of us are given when we testify in front of the full Council. I would appreciate it if you would send me bulleted highlights of some of your accomplishments from this year and success stories of some of your students. If you wrote a book, published an article, received an award, have been elected to hold office in a professional association, or have been selected to serve on a special committee, please send me a brief e-mail. At the same time I would ask you to send me some student success stories. The Council always enjoys hearing about our students.

Contractual Obligations:

In our December newsletter, I mentioned a few very important contractual obligations that all of you need to be aware of. One of these obligations relates to the amount of ESH you are required to work in an academic year and the amount of ESH you may earn in a given semester or a given academic year. **Each faculty member is required to work at least 30 ESH each academic year, may not work more than 20 ESH in any given semester, and may not work more than 36 ESH in any given academic year. It is very important that all of you know that winter session ESH is part of your spring load.** Exceptions to these limitations are given in very rare and exceptional circumstances and **must be requested in advance** of a given semester. It is the responsibility of both management and the individual faculty member to know these contractual limits. During the current academic year, mistakes were made by both management and faculty, which resulted in several violations of the established ESH limits. In order to reduce the negative impact on students, the Chapter agreed to allow the overages to occur. Next year, the Chapter will be taking a very hard line towards granting exceptions to the ESH limits stated in the contract. Please plan accordingly and make sure you communicate with your Chair with regards to both your teaching and non-teaching ESH and remember **winter session ESH is part of your spring ESH load.**

Obligation to Join the Chapter or Pay a Service Fee:

This is a reminder to all full-time bargaining unit faculty members who are completing their first semester of employment at the College. Each of you has an important decision to make. Based on Article 7.7 Modified Agency Shop:

“...any faculty member hired into a bargaining unit position shall, by the conclusion of his or her initial semester of employment, be required to have dues deducted pursuant to Section 7.2 (A) or pay a service fee established by the Chapter as compensation for the representational services rendered.”

If you are a newly-hired faculty member and have not already joined the Chapter or submitted an application to the Chapter indicating that you are agreeing to pay a service fee, you must complete an authorization for dues/service fee deduction form and submit the form to Bill Talbot, (R) Accounting and Chapter Treasurer. You may access this form from the Chapter’s website at www.mcaaup.org by simply clicking the “Join the Chapter” tab. If you have any questions about this requirement, please do not hesitate to contact any other member of the Executive Committee or me.

Thank you for taking the time to read this brief message and please plan on attending the County Council budget hearings on Wednesday, April 15th, at 7:00.