

UNTF

Union of Nontenure-Track Faculty
at Michigan State University
Local 1855 AFT, AFL-CIO

Merit Raises Over the Years

When the UNTF negotiated its 2014-2018 contract, UNTF members won merit raises that were higher than those of non-UNTF faculty and academic staff. The MSU administration decides on raises for non-Union faculty each year, and these were lower than the UNTF raises for the first two years of our contract. During a recent MSU Board of Trustees meeting, a budget was approved for the 2016-2017 fiscal year, including a 2.5% merit raise pool for non-Union faculty and academic staff. This is more than UNTF members will receive this year, but as the chart below makes clear, the non-Union raises are only higher in order to equalize the raises over the four years of our contract.

The non-Union and the UNTF negotiated raise pools over the 4 year period:

Fiscal Year	Non-Union Pool	UNTF Represented Pool
2014/2015	2.0%	2.75%
2015/2016	2.0%	2.25%
2016/2017	2.5%	2.00%
2017/2018	2.5%*	2.00%
Total	9.0%	9.0%

*Tentative projection by MSU

Raises for both non-Union and UNTF represented at MSU are merit-based and must be distributed in accordance with departmental guidelines. While raises are merit based the majority of UNTF represented faculty and academic staff get the pool average, which is 2% the 2016/2017 fiscal year. In order to be eligible, you must have an appointment on January 1 and October 1, 2016, UNTF represented employees who have successive fall only appointments are also eligible. Raises take effect October 1st and are included in the paycheck received at the end of October.

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Volunteer Opportunities Available!

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Vacation Pay for Fixed Term Faculty

Faculty and academic staff members holding appointments on an annual year basis (AN), with more than six months service, are eligible for paid vacation leaves. This includes fixed term faculty and academic staff. Faculty and academic staff holding academic year appointments (AY) or appointed semester to semester are not eligible for paid vacation leave.

Eligible full time faculty and academic staff receive paid vacation leave equivalent to one month (22 working days) each twelve months. Proportional allowances are granted to appointees with more than six months of service but less than twelve. Vacation allowances are granted on July 1st of each year. The accrual is proportionately reduced in the event of resignation/termination during the fiscal year or for other non-accrual time such as workers' compensation, long-term disability, leave without pay, etc. Eligible part-time faculty and academic staff members holding appointments for fifty percent or more time on an annual year basis receive vacation on a proportional basis. If vacation time is not used by June 30th, it is lost.

Departments are responsible for scheduling vacations in order to not disturb departmental operations and to ensure faculty/academic staff received the correct vacation allowance during their appointment period. If department requires a faculty or staff member to take vacation during a “slack” or “down” period, they are supposed to let you know in advance

Actual time off from work during the appointment period must be taken in order to receive compensation for vacation time. Payment in lieu of vacation may be approved only in case of retirement or termination for any cause (resignation, death, etc.).

Pay in lieu of vacation shall not exceed payment for one month less vacation time used during the fiscal year. Neither vacation time nor pay in lieu of vacation can be granted prior to eligibility for vacation allowance. For more information, contact the UNTF office at office@untf.org or check the Faculty Handbook.

Straightline Not Endorsed, Still Available

Recently MSU did not renew their contract with Straightline, a Financial Management service that worked with MSU employees. The MSU administration decided they no longer wanted to endorse any investment advisor.

What does this mean? Straightline can no longer advertise that it is endorsed by MSU, however, they will still be available to provide services. The company manages retirement accounts for some faculty and staff at MSU and will be contacting those who have current contracts to sign agreements that reflect the new arrangement. Contracts will be up in October, and if a new contract is not signed, the accounts will be held but not managed further. You can contact Straightline at: 877-338-4032, or info@straightline.com.

UNTF President Deb Carmichael Passes

It is with great sadness that we announce the passing of our President, Deb Carmichael. Deb passed away on the evening of Tuesday, June 21st after a brief illness. She was a loved union member, friend, WRAC Assistant Professor and she will be missed dearly by all.

Deb was elected to the UNTF Executive Board in 2014 and served on the 2014 UNTF negotiating team. She assumed the position of UNTF President in May 2016 after the retirement of Penny Gardner.



Richard Manderfield Acting President

The UNTF Executive Board has appointed Assistant Professor Richard Manderfield, from WRAC, to the position of Vice President.

Dr. Manderfield will serve as the Acting UNTF President.



Professional Development Travel Fund

The UNTF Executive Board is pleased to announce that we will offer the Professional Development Travel Fund for fall 2016. The PDTF provides grants of \$200 to full members who are attending out of town conferences or other trainings for purposes of professional development. This semester the board has allocated a total of \$4000 for eligible members. If the office receives more applications for grants than moneys available, the board will choose recipients via a lottery system.

The application form can be found on our website, untf.org and should be submitted by October 31, 2016. For more information, please feel free to contact us at office@untf.org.

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UNTF meets with MSU Board of Trustee member Dianne Byrum

Recently, a group of MSU Union leadership met with MSU Board of Trustee member, **Dianne Byrum**, who is running for reelection to the Board. There was an open discussion of the issues and concerns of our members and of educational policy in general. **Byrum** has long been a champion of education and educators in Michigan, and we found at this meeting that she continues to be receptive, sympathetic, and realistic.



Byrum is a partner at Byrum & Fisk Advocacy Communications in East Lansing and Grand Rapids. She has served in both the Michigan House and Senate, as well the Ingham County Board of Commissioners and was the first woman to lead a caucus as the Michigan House Democratic Leader. She won the Champion of Hope award from the Children's Trust Fund and the Public Official of the Year Award from Habitat for Humanity. She joined the MSU Board of Trustees in 2009.