

Your Union

Union of Nontenure-Track Faculty

at Michigan State University



Local 1855 AFT, AFL-CIO

UNTF and MSU reach agreement; UNTF members ratify 2014-2018 contract

On Monday, June 16, the UNTF Bargaining Team reached agreement with MSU on a new four-year agreement, and voting members of UNTF ratified our new contract on June 24 and 25. Negotiating a new contract is truly a community effort, and the UNTF Executive Board wishes to extend thanks to the following: the negotiating team, who spend hours in prep and at the table; the many members who came to the April Board of Trustees meeting when we presented salary data on fixed-term faculty at MSU; those who attended the ratification and cast their vote; and the many members who have called or emailed with support for the team, kept up with email updates, and attended member meetings. It takes all of us to gain a successful contract, and we are proud of the improvements in working conditions we have achieved!

Pages 2 and 3 of this issue contain specifics on changes to the following topics: pay, Designation B, health care, office space, reappointment, evaluation, and more. All took effect upon ratification.

MSU New Faculty Orientation
Tuesday, August 19, 1:30pm-3:00pm
Kellogg Center

Stop by the UNTF table to fill out a card, pick up some goodies, and meet staff and officers!

UNTF General Membership Meeting
Thursday, October 9, 5:30pm-7:00pm
Location TBD

Network with UNTF members from around the university, learn about the impact of changes to our contract, and more!

ABOVE: UNTF Negotiations Team at the table. Left to right: Dave Ragan, Penny Gardner, Joe Marutiak, Rich Manderfield, Deb Carmichael, Ashley Hewlett, Jason Price. Not pictured: Cheryl Caesar, Elizabeth Pellerito.

Have you seen our new website lately?
(517) 203-0880
office@untf.org

www.untf.org
www.facebook.com/UNTF1855

UNTF 2014-2018 Contract Highlights

Compensation

When we conducted our member survey last fall, the overwhelming consensus among participants was that we needed to strengthen pay and job security in our new contract. In April, dozens of UNTF members and our supporters from the Graduate Employees Union, the undergraduate organization MSU Students United, and other labor unions on campus wore green shirts and buttons to the Board of Trustees meeting where members and AFT-Michigan President David Hecker presented data about the massive pay discrepancy between fixed-term faculty at MSU and our peers.

During negotiations, MSU made it clear that they wished to carve out portions of the available raise money into separate funds with far less accountability and transparency than the traditional merit raise pool model we have used in the past. Our team held fast to the principle that the bulk of that money should go into the fund that the largest number of members are eligible for, rather than separate pools for ‘superstars,’ favorites or side projects.

In the end, we agreed to merit pools of 2.75% for October 2014, followed by 2.25%, 2%, and 2% in each of the following Octobers through 2017. **See the chart below for a comparison of raises for UNTF faculty and raises for non-union faculty (both fixed-term and tenure-track). For three years running, UNTF faculty have received higher merit pools than non-UNTF faculty (including tenure-track, continuing, and non-UNTF fixed term faculty and academic staff.)** In addition to these merit pools, the minimum salaries in each job category will go up substantially: 5% this October, and 2% in each October from 2015 through 2017.

UNTF and other unions help close the pay gap between men and women (since women are disproportionately represented in fixed-term positions) and between tenure-track and nontenure-track faculty.

Pay category	October 2013	October 2014	October 2015
Merit pool: UNTF	2.0%	2.75%	2.25%
Merit pool: Others	1.5%	2.0%	2.0%**
College pool*	0.75%	0.5%	0.5%**

Others = Tenure-track faculty, continuing and UNTF-excluded fixed-term faculty and academic staff

*UNTF members are eligible for these funds

**Projected by Board of Trustees

Health Care

UNTF members who meet minimum requirements currently receive the exact same health plan options as tenure-track faculty at MSU (i.e. BCN, BCBS, and CDHS). Our new agreement **guarantees that UNTF health care will continue to mirror tenure-track health care for the life of the agreement.** Any changes MSU makes to our health plan must also apply to all other faculty on campus.

In exchange, UNTF agreed to change the mechanism for negotiating health care for the life of this agreement. Instead of the traditional bargaining process, UNTF will gain a representative on the Faculty Health Care Council, committee in the Faculty Senate. This appointment must be approved by the Board of Trustees in September; if not, we return to the status quo.

UNTF 2014-2018 Contract Highlights

Reappointment notice

If a department decides not to renew an employee's appointment, they should notify the employee one month before the end of the appointment. (It is not necessary to send these notifications out for summer terms.)

If the employee does not receive any notice, and the Union notifies MSU, the department must issue the letter within three business days. If they fail to do so, the employee will receive two weeks' pay.

Performance Review

Our new agreement states that ALL employees should be reviewed once per year. However, if your chair does not perform an evaluation, you will be assumed to be performing without concern. Each department should publicize review criteria, and any changes made are effective going forward only.

Departments are encouraged to use multiple sources of information about an employee's teaching performance to the extent that they are available (i.e. observation, personal narrative, syllabi or assignments) rather than relying only on SIRS or student ratings.

Office Space and Mailboxes

Each employee must have access to an individual mailbox and to office space that is FERPA-compliant. If you believe that your office space does not allow you to perform your job duties and comply with FERPA, let us know and we may set up a Special Conference with MSU to address the issue.

Changes to Designation B

A big change to Designation B is one of the most exciting components of our new agreement.

The big news is that Designation B appointments themselves will be changing: instead of a three year appointment which runs out and is then renewed for another three years, employees with Designation B will now be on a form of rolling appointment that adds a calendar year to an individual's appointment annually so that the total appointment is never less than three years. This should provide much greater security to the individual and will be easier for both parties.

There is a mechanism for removing Designation B, but a chair must perform a detailed review and seek approval from the dean and Provost. The employee's new appointment will then end one year into the future. The chair has the option to rehire him or her on shorter appointments or may choose not to renew the contract.

The requirements to apply for Designation B remain the same, though the new contract clarifies that, as in the past, summers do not count toward an individual's total. As before, an individual is eligible to apply during the tenth semester taught within six years in a UNTF.

**Union of Nontenure-Track Faculty
2990 E. Lake Lansing Rd.
Suite 201-E
East Lansing MI 48823**

Designation B training

Interested in applying for Designation B, but find the application process daunting? Join us this fall for an in-depth training! We'll walk you through the steps to completion and provide tips on how what to include, what not to include, how to organize your portfolio, and more. The training will feature successful recipients of Designation B who will share their experiences and give advice and examples.

When: Thursday, September 4 at 5:30pm

Where: TBD (watch your email!)

Who: Any UNTF member who is interested in applying for Designation B in Fall 2014 or Spring 2015

If you have questions about when you will be eligible to apply for Designation B, please call or email the office and we will help you figure it out.

Please RSVP for this training by emailing us at office@untf.org.

