

Officers
President
/Senator
Elizabeth
Davenport

VP for
Grievances/
Senator
Patricia
Youmans

VP for
Membership/
Senator
Nandi Riley

Treasurer/
Senator
RECALLED

Secretary/Senator
Gaynell
Sherrod

DRS
Representative
Raquista Claitt
Sylvester Peck

UFF Senator
Clyde Ashley
Roscoe
Hightower
Sylvester Peck

Alternate
Senators
Eisenhower
Etienne
Clarissa West
White

FEA Delegates
Raquista Claitt
Elizabeth
Davenport
Nandi Riley
Patricia
Youmans

The Advocate-FAMUUFF Newsletter

The Florida A&M University Chapter of the United Faculty of Florida
204 Jackson Davis Hall Tallahassee FL 32307, Ph. (850) 599-3142

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Issue #3

Colleagues,

These are desperate times! We've all seen the devastation: lost jobs, lost homes, and the resulting helplessness. I remind you of this for one important reason, at no other time has your continued involvement in your chapter of the United Faculty of Florida (UFF) been so necessary.

While we have jobs, it is the position of UFF FAMU that faculty has the right to expect the administration to honor the conditions of our collective bargaining agreement for fair compensation, salary increases, due process, safe working environment and a climate of collegiality and respect. UFF FAMU works daily to ensure that this faculty receives all of these.

Are we frustrated in our efforts? I can tell you there are times when our requests on your behalf are thwarted. For example, we attempted to review salary information to verify compliance with Article 23 of the Collective Bargaining Agreement (CBA) for sixth months. We requested this information because we had received complaints about possible abuse. We got incomplete information on October 30. I guess we are hitting a nerve because as a result of our request for you to think about "discretionary raises," our FAMU INFO privileges have been suspended.

Why does the Union need this information and how does it affect you? That is an excellent question.

1. We are in the midst of collective bargaining where we are reviewing your compensation and rights to future compensation.
2. This faculty has gone without salary increases for three years while other universities have provided faculty raises.
3. FAMU's faculty teaching loads are larger than any other faculty at a public university in Florida.

We work harder, and yet we are paid less. That is why this information is important to UFF FAMU and to YOU! What you don't know does hurt you. What do you think? Do you want UFF FAMU asking for salary increases for you? When there is discretionary money, do you want the faculty to receive merit increases? Do you want UFF FAMU to ask that the issue of teaching loads be revisited? Would you rather have a salary increase rather than a one-time bonus?

Send me your comments and suggestions. You may email me at ldavenport7@embarqmail.com. Your input is needed, desired and appreciated.

Yours in the struggle,

Elizabeth K. Davenport


President

Collective Bargaining

Collective bargaining is your *right* to have UFF FAMU negotiates with your employer about your wages, hours and working conditions. On campus, UFF FAMU is your exclusive representative concerning your terms and conditions of your employment. Since October 6, 2009, your Collective Bargaining team has been negotiating your new Collective Bargaining Agreement. Members will be receiving e-news after EVERY collective bargaining session beginning November 12, 2009. Please review the following chart to see where your representatives are in the CB Process:

Article	Title	UFF Proposal	FAMU Administration
Preamble		Proposed 10/06	None
I	Recognition	Status Quo Proposed 10/6	None
II	Consultation	Proposed 10/6	Counterproposal: Tentative Agreement
III	UFF Privileges	Proposed 10/6	None
IV	Reserve Rights	Status quo Proposed 10/6	None
V	Academic Responsibility	Proposed 10/6	None
VI	Nondiscrimination	Proposed 10/6	None
VII	Access to Documents	Proposed 10/6	None
XIII	Layoff and Recall	Status quo Proposed 10/13	None
XVI	Disciplinary Actions and Job Abandonment	Status quo Proposed 10/13	None
XVII	Leaves	Status quo Proposed 10/13	None
XVIII	Inventions and Works	Proposed 10/13	None
XIX	Conflict of Interest/Outside Activity	Proposed 10/27	None
XXI	Other Employee Rights	Proposed 10/27	None

FAMU'S UFF Collective Bargaining Team
 Elizabeth Davenport, Ph.D., J.D., LL.M [COE] Chair,
ldavenport7@embarqmail.com
 Mitwe Musingo, Ph.D., [CESTA]
ognisum@embarqmail.com;
 Patricia Youmans, Ph.D [A&S]
patmilton@msn.com
 Tom Wazelek, UFF Service Representative
Tom.Wazlavek@floridaea.org



The UFF FAMU needs YOU! Consider joining the newly-created School/College Representative cadre. Currently, the following schools and colleges are represented. If you are interested in becoming a member of this dynamic team, please contact Nandi Riley at nandi_riley@hotmail.com.

UFF School/College Representatives

College of Arts and Sciences

Roderick Rolle [rlrolle@hotmail.com]

College of Education

Alice Scruggs [am_scruggs@yahoo.com]

College of Engineering Sciences, Technology and Agriculture

James Muchovej [purchio@juno.com]

College of Pharmacy and Pharmaceutical Sciences

Perry Brown [perrybrown@embarqmail.com]

School of Business and Industry

Rosemary Bailey [baileyrr49@comcast.net]

School of General Studies

Joyce Thomas [joycethomas1@hotmail.com]

School of Graduate Studies and Research

Linda Knight [lgkbryant@yahoo.com]

School of Allied School

Lon' Tejuana Cooper
(iseemore@embarqmail.com)

School of Journalism and Graphic Communication

Dhyana Ziegler (dhyz@aol.com)

Membership

The UFF-FAMU chapter continues to solicit membership within the faculty unit. For the month of November we will be focusing on General Studies and Pharmacy and continue our drive in and Arts and Sciences. It is our mission to raise membership in this important time, especially since we have begun bargaining our contract last month. The university responds to numbers not support. Join us in our efforts to create a better contract and working conditions for all.

**United Faculty of Florida – Representation Policy
Important Changes in United Faculty of Florida Grievance Representation Policy**

At its September 2008 Senate meeting, the statewide United Faculty of Florida (UFF) revised its grievance representation policy in response to liability and legal concerns. **Effective immediately, UFF will not provide grievance representation to faculty who were not dues-paying UFF members at the time when the grievable incident occurred.**

All faculty have the right to file an individual grievance, but those who were not UFF members when the incident occurred must represent themselves or retain an attorney. UFF retains the sole and exclusive right to invoke arbitration; non-members will not automatically have the right to pursue a remedy beyond the grievance process. If UFF agrees to allow a non-member to proceed to arbitration, the non-member will be responsible for the cost of the arbitration – \$2000 to \$4000 – and must provide his or her own attorney, the cost of which can exceed \$20,000. If a non-member informs the chapter of an incident, UFF *may* file a grievance on behalf of the chapter if it is believed to have chapter-wide impact on the enforcement of the collective bargaining agreement; however, that is at the discretion of the chapter.

Please be aware that you are NOT automatically a member of UFF. You must complete and sign a membership form and submit it to UFF in order to become a member. In addition to guaranteeing yourself free representation in any grievance and arbitration proceedings that you may need to initiate in the future, by becoming a UFF member you will:

- ✓ Strengthen the voice of faculty in negotiations;
- ✓ Support our lobbying efforts for better higher education funding and academic excellence;
- ✓ Receive professional protection by way of a free \$1 million professional liability policy;
- ✓ Obtain the right to vote in UFF elections and thereby influence UFF bargaining priorities;
- ✓ Gain access to a variety of “members only” workshops, events and services, including free life insurance policies and legal representation;
- ✓ Receive free professional publications and literature about national higher education issues.

We want to ensure that you make an informed decision at this time. Please complete and sign the **Membership Form** and return it to UFF.

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UFF Membership Form

UFF dues are 1% of bi-weekly salary.

Please Print Complete Information

United Faculty of Florida FAMU Chapter

Last Name First Name MI

Department or Unit

Home Street Address

Campus Address & Mail Code

City State Zip Code

Office Phone Home Phone

E-mail address ~ Personal/Home

E-mail address ~ Office

Please enroll me immediately as a member of the United Faculty of Florida (FEA, NEA-AFT, AFL-CIO). I hereby authorize my employer to begin bi-weekly payroll deduction of United Faculty of Florida dues (1% of bi-weekly salary). This deduction authorization shall continue until revoked by me at any time upon 30 days written notice to FAMU’s payroll office and to the United Faculty of Florida.

Signature (for payroll deduction authorization)

Today’s Date