



## UFF FAMU OFFICERS

### President

Elizabeth Davenport, Senator

### VP for Grievances

James Muchovej, Senator

### VP for Membership

Patricia Youmans, Senator

### Treasurer

Raquista Claitt, Senator

### Secretary

Mitwe Musingo, Senator

### DRS Representatives

Raquista Claitt, Senator  
Sylvester Peck, Senator

### UFF Senators

Clyde Ashley  
Sylvester Peck  
Nandi Riley  
Gaynell Sherrod

### Alternate Senator

Roscoe Hightower

### FEA Delegates

Raquista Claitt  
Elizabeth Davenport  
Nandi Riley  
Patricia Youmans

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## WHY DO YOU NEED A UNION?



Dear Colleagues:

We live in disturbing times with the economy balanced between a Great Depression-like collapse and something only a little more pleasant. It is little wonder that people are casting around for comfort and security. Early this summer the economic crisis came to our doors when the university announced the future elimination of jobs on campus and in Panama City. In times of trouble, your union can be your refuge from the storm.

On average, union workers earn 30 percent more than their nonunion counterparts. Unions help you save for retirement and only 14 percent of nonunion workers have guaranteed pensions, while 68 percent of union workers do. More than 97 percent of union workers have jobs that provide health insurance benefits, but only 85 percent of nonunion workers do. Unions help employers create a more stable, productive workforce—where workers have a say in improving their jobs. By bargaining collectively, union members are able to negotiate higher wages and earn

28 more than their nonunion counterparts.

Unions also help minorities!! The union wage benefit is greatest for people of color and women. Latino union workers earn 50 percent more than their nonunion counterparts. Union women earn 34 percent more than nonunion women. For African Americans, the union advantage is 29 percent. The union advantage for white male workers is 21 percent. For Asian American workers the union advantage is 4 percent.

UFF is your union. UFF supports faculty rights, the advancement of academic excellence, the achievement of economic security, and gives you the opportunity to join in the collegial decision-making process which determines many of your professional circumstances. In

the political arena, UFF and its affiliates advocate the interests of all UFF constituents before the Florida Legislature, the Florida Cabinet, the US Congress and other agencies. UFF draws additional political strength locally, statewide and nationally through its affiliation with the AFL-CIO, National Education Association and American Federation of Teachers. On campus, collective bargaining contracts negotiated by UFF strengthens administrative accountability and faculty authority. Throughout Florida, your UFF colleagues are at the bargaining table to improve salaries, hours, terms and conditions of Florida's higher education professionals.

As we begin our fight for the jobs of our brothers and sisters who have received their notices of termination, and/or layoff what better way to show your support than to join the union.

Yours in the Struggle,

*Elizabeth K. Davenport*  
President

**If you are not currently a member, JOIN TODAY!**



## Questions from the Field



If you have any "Questions from the Field," comments, or concerns, don't hesitate to contact your UFF representatives through face-to-face, telephone, and/or e-mail conversation. We strive to have a transparent and effective Union. We are, after all, representing you. Please remember, there is strength in numbers; therefore, if you are not a member, **JOIN TODAY** and if you are a member, please encourage your colleagues to **JOIN TODAY!**



# Collective Bargaining?

## Faculty Collective Bargaining Team

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James Muchovej (CESTA)  
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## DRS Collective Bargaining Team

Tom Wazlavek, Chair  
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## Your Representatives

We are always looking for representatives from colleges and schools to represent and serve as liaisons. If you are interested in becoming a member of this dynamic team, please contact Patricia Youmans at [patmilton@msn.com](mailto:patmilton@msn.com).

## Current UFF College/School Representatives

College of Arts and Sciences  
**Willie Cook** [willie.cook@famuedu]  
**Nandi Riley** [nandi\_riley@hotmail.com]

College of Engineering Sciences,  
Technology and Agriculture  
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College of Pharmacy and  
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School of General Studies  
**Joyce Thomas** [joycethomas1@hotmail.com]

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Developmental Research School  
**Raquista Claitt** [famuhigh@hotmail.com]  
**Sylvester Peck, Sr.** [sylvesterpeck@hotmail.com]

## Why Can't FAMU PAY Nine Month Employees Every Summer?

During the James Ammons administration, we have made plenty of strides to improve procedural problems that have existed at FAMU, but there is still one annual problem that occurs every year that frustrates faculty members, staff, and their families - summer checks for summer appointments. It does not matter when the summer contract is signed, how it is signed, and who signs it. Every summer here at Florida A&M University faculty, OPS workers, graduate students, etc., are left without any money in their pockets for weeks, while stories and reasons are sorted out. For this summer, the first explanation was a new accounting system, but can this explanation satisfy a faculty member who needs their money to buy food for their families and make mortgage payments, to pay for summer camp, or simply go to the movies?

This summer, the problem was investigated by the *Tallahassee Democrat* that reported the University's reasons for the problem. The irony this summer is that when checks were

not deposited into employees' accounts the first time, this Administration's first position was that employees had to wait for the next pay cycle to obtain compensation. That position was changed when angry faculty and staff voiced their dissatisfaction. Checks were quickly drafted, but the problem still had not been solved and required an additional slew of papers.

In "B" session this problem was repeated again. On July 21, 2010, *The Tallahassee Democrat* reported that about 50 employees were again not paid because an error prevented them from receiving biweekly checks deposited directly in bank accounts. Provost Cynthia Hughes Harris told the paper that faculty, graduate assistants and others were not paid because "paperwork deadlines" were missed. In that same article, FAMU Chief Financial Officer Teresa Hardee told the *Tallahassee Democrat* that was an isolated. She said each department on campus is responsible for submitting

the proper paperwork to ensure people get paid.

Ammons in a letter dated July 21, 2010 asked Charles O'Duor, FAMU's vice president of audit and compliance, to "take immediate steps to effect this audit and provide (a) written report" by Aug. 6. President Ammons stated that he wants the departments affected by the problem to be included in O'Duor's report — the division of academic affairs, administrative and financial services and enterprise information technology. In his letter, Ammons highlighted areas for O'Duor to review and assess such as barriers that impede the salary process; to create procedures to effect timely payroll distribution; and to discover controls to eliminate missed salary payments.

UFF FAMU hopes this report will solve the problem. In any event, let's practice some excellence with caring and solve this problem so that it does not happen NEXT summer!!

# Faculty Collective Bargaining Negotiations

A Faculty Collective Bargaining Session was held on Monday, August 2, 2010. Several articles were exchanged by both Collective Bargaining teams. The following articles were exchanged after months of delay:

## Florida Agricultural & Mechanical University CBA Team

Articles Number	Article Description
3	UFF Privileges
7	Access to Documents
11	Evaluation File
14	Promotion Procedure



## United Faculty of Florida Collective Bargaining Team

Only Article 23 (Salaries) was presented, which we consider to be our most imperative article. We have requested a 3% raise and desire a salary plan initiative, so that we (faculty members) can move up to the national average of salaries for universities and colleges. In the past, articles in many of the thirty-one areas of the faculty contract have been addressed and they are inclusive of the following: tenure, grievance procedure, leaves, nondiscrimination, reserve rights, disciplinary actions and job abandonment, reserve rights, and consultation.

# DRS Collective Bargaining Negotiations

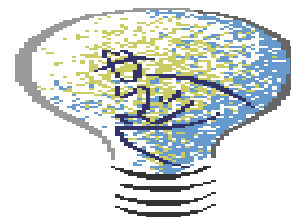
The Collective Bargaining Agreement between the Florida A&M University Board of Trustees and the United Faculty of Florida-FAMU Chapter for DRS teachers expired in 2003. Despite this expiration, DRS teachers are still working without an agreement after over three years of negotiations with the administration—and we have more articles to approve, than have been approved.

Discussions at the August 4, 2010 meeting centered on creating a pay scale for DRS teachers.

UFF FAMU’s position was that prior to the Castelle Bryant administration, DRS had a pay scale and that the new pay scale should reflect education, professional expertise, and years of experience. This type of pay scale is common in most school districts across Florida.

The administration’s position was that they were against creating a pay scale and that DRS pay should be linked to learning gains. Mmmmm, learning gains; doesn’t this sound like Senate Bill 6?

Stay tuned...the UFF proposal was submitted concerning the pay scale to the Administration team and it is under consideration.



*The first and continuing argument for the curtailment of working hours and the raising of the minimum age was that education was necessary in a democracy and working children could not attend school.*

-- Grace Abbott

# Think you're protected against layoffs? Think again.



In the current economic environment, layoffs are an unfortunate reality. Just ask the faculty and staff in The College of Graduate Studies, The School of General Studies, and The Mulrennan Lab. The Board of Governors issued a memo directing Universities to prepare for a five percent holdback of their current budgets, and assume a 15 percent reduction in 2011-2012. Given that FAMU already announced layoffs of 26 faculty this year, there is a high probability of more layoffs next year.

UFF filed a grievance on July 26 challenging the FAMU layoffs on behalf of our members. Unfortunately, only 12 of the faculty will receive UFF representation because the remaining 14 are not UFF members. Any remedy provided to the grievants will apply only to our members. Faculty who are not members must either file their own grievances to enforce the contract or the terms of a grievance settlement. The attorney's fees for such issues will cost \$5,000 to \$10,000. UFF dues, in contrast, are one percent of base salary.

In case you're thinking that you can wait until you receive a layoff notice to join UFF, please be aware that just as you cannot buy auto insurance after you wreck your car, you cannot join UFF and receive representation for an event that occurred before you became a member. If you wait until the layoff notice is in your hand, it's too late.

The next legislative session will be pivotal in deciding the future of public education in Florida. Senate Bill 6 was only the opening shot of a larger war on public education. We need to stand together to preserve the idea that higher education should be accessible to all, not just an elite few. We need you to stand with us to defend public education.

## Stand together—Join the 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/Cell 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

## **Membership is in your best interest.**

**Please return to Patricia Milton Youmans at 438 Tucker Hall or [patmilton@msn.com](mailto:patmilton@msn.com)**

For more information about United Faculty of Florida, visit  
<http://www.uff-famu.org> or <http://www.unitedfacultyofflorida.org>

