

UFF- E-News

FAMU FACULTY RATIFIES CONTRACT

Colleagues,

FAMU faculty ratified the Collective Bargaining Agreement (CBA) 81-1 on Wednesday, September 7, 2011. Ratification of the contract was necessary in order for UFF FAMU to pursue issues that we have been advised of this Fall. These issues include:

1. The overloading of English and Mathematics classes to unbearable levels.
2. The failure to provide proper notice pursuant to the CBA prior to creating Assignment of Responsibility Forms (AORs).
3. The failure of, some Departments, to provide course assignment based on expertise and experience.
4. The teaching of graduate classes by those who do not have graduate status and should not because they have not earned a terminal degree.
5. The violation of FAMU constitutional restrictions concerning department and college elections.
6. Inconsistent hiring practices or at least the appearance thereof.
7. The relegation of rank and its privileges
8. The hiring of adjuncts when there are faculty within and without of the Departments who can teach the assignment.
9. Decision-making without faculty input.
10. Preferential treatment, preferential treatment, preferential treatment

We work in academic environment and the rules of academic institutions must prevail. As faculty, we should endeavor to challenge our students intellectually and stimulate them to acquire knowledge, understanding and vision. Therefore, the only catch phrase we need to remember is that “millennial students require millennial teaching.”

Last year, about this same time, a member of administration’s collective bargaining team discussed power relationships. “We have the power”, she stated. She also stated that the faculty WILL NEVER have the power of the administration. In fact, according to this member of the administration’s CBA team, with a slight of their hands, the ADMINISTRATION can close our offices and send us home.

They are doing just that. I suggest that you stand up and take back your power before friends, family or mere acquaintances take your jobs.

Elizabeth K. Davenport

UFF FAMU President

Gatson and Muchevej Win the IPAD2s

Yesterday, Drs. Juanita Gatson's and James Muchovej's tickets were selected by Mrs. Linda Francis of the Title III Office as the winners of our Ratification Raffle for UFF-FAMU members. The prizes can be picked up on Monday. We congratulate the winners and urge you to stay tune for this year's activities, which include:

- Monthly Meetings
- UFF FAMU Office hours beginning next week.
- The resumption of Thirsty Thursdays
- Discussions concerning this year's contract reopeners (Article IX (AORS) and Article 23 (Salary) are automatic.

The Governor and the Legislature

When the Legislature convenes in January, Governor Rick Scott and the leadership in the House and Senate will again push for a dramatic reduction in the jobs and benefits of public employees. This is how they plan to cover an even larger potential revenue shortfall than we faced in spring 2011 and still give new tax breaks to corporations. Because collective bargaining agreements (CBA) that protect public employees stand in the way of implementing plans for layoffs and cutting benefits, legislators are also looking for ways to eliminate union contracts and keep unions from functioning. The legislative leadership made it clear that in 2012 they will introduce and pass a bill requiring unions to have 50% membership or face decertification and the loss of the CBA.

How will a funding crisis without a CBA affect faculty?

The threats to faculty:

- **University and college budget cuts will lead to layoffs of faculty and reductions in benefits (sabbaticals, parental leave, etc.).**
- **Without a CBA faculty become "at will employees," giving supervisors the power to fire anyone without justification or due process. Supervisors can then "cherry-pick" through faculty in any department and lay off anyone whose salary they want to use for other purposes.**

- **This means the end of legal guarantees for tenure, continuing contracts, and multiyear contracts. It also means the end of due process, academic freedom, and a grievance procedure with binding arbitration.**
- **Legislators are again threatening to require faculty contributions in 2012 for retirement benefits and health and life insurance (5-15% salary loss).**
- **The Governor has a plan to run higher education like a business in every respect. He will reduce all academic evaluations and decisions to a narrow set of calculations about productivity and customer satisfaction. He wants to eliminate tenure, continuing contracts and multi-year contracts**

Only a legally binding collective bargaining agreement protects:

- **Academic freedom, due process, tenure, continuing contracts, fair evaluations, the right to grievances with binding arbitration, and assignment dispute resolution. • Substantial salary increases for promotions.**
- **Paid parental leave, sabbaticals, and other benefits.**
- **Intellectual property rights**

What can faculty do?

- **Join UFF. We must have a majority of members this spring to withstand attacks on collective bargaining.**
- **Get involved in the UFF campaign to build a strong union.**