

FAMUUFF Newsletter

The Florida A&M University Chapter of the United Faculty of Florida
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Issue #4

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President
/Senator
Elizabeth
Davenport

VP for
Grievances/
Senator
Patricia
Youmans

VP for
Membership/
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Nandi Riley

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Raquista Claitt
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Clyde Ashley
Roscoe
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Sylvester Peck

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FEA Delegates
Raquista Claitt
Elizabeth
Davenport
Nandi Riley
Patricia
Youmans

Colleagues,

We have just celebrated the Martin Luther King Holiday. As we ponder the accomplishment of this great man, let's rededicate ourselves to making Florida A&M University and FAMU DRS the best institutions they can be. With that said, I believe that this can only be accomplished in an environment that recognizes the contributions of all faculty and respects the rights of all.

At his Fall town meeting, President James Ammons urged us to work harder, be more creative, and to strive for excellence. In other words, keep doing just what we are doing---being productive. However, at the same time he urged us to be more industrious, he provided no hope for salary increases, which is unfortunate because faculty at A&M haven't gotten a pay raise in three years and their average pay is nearly last among state institutions. Faculty members have received nothing but bonuses since 2006. And many are not happy. To effectively retain productive faculty members at a university, it is critical that faculty compensation reflects their productivity and members of the former state university system who now have approved collective bargaining agreements have recognized that even in this dire economic times, faculty compensation is important.

In addition, oppressive policies instituted in our schools and colleges have made our environment more stressful and hostile. Directors and Deans are insisting that we must be in our offices forty hours a week, that nine month employees must work until the Winter Break, and that they can change our responsibilities under our AOR without consulting us or this Union. Further, faculty members have been told at the beginning of an investigatory process, that not responding to an accusation is an indication of guilt.

These indignities have not been limited to FAMU faculty. In June, 2009, thirty-five (35) FAMU DRS teachers "contract expired" and despite FAMU DRS Superintendent's Dr. Ronald Holmes statement in the University's June 3, 2009 Press Release, that "this step expedites the process for more regular teachers," there are nine (9) OPS teachers at DRS and without University intervention, they would have lost their jobs this past Christmas.

In 2010, we must work together to improve teaching and learning conditions for our faculty, staff, and students, while recognizing the contributions of faculty and staff for increasing community health.

To a fruitful New Year.....

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. Where your representatives are in the CB Process? At our December ____, 2009 meeting, the following items were TA”

Article	Title	UFF Proposal	FAMU Administration
Preamble		Proposed 10/06	
I	Recognition	Status Quo Proposed 10/6	
II	Consultation	Proposed 10/6	Counterproposal: Tentative Agreement
III	UFF Privileges	Proposed 10/6	
IV	Reserve Rights	Status quo Proposed 10/6	

FAMU’S UFF Collective Bargaining Team
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 Tom Wazelek, UFF Service Representative
Tom.Wazlavek@floridaea.org

The UFF FAMU needs YOU! Consider joining the newly-created School/College Representatives. 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

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|--|---|
| College of Arts and Sciences
Roderick Rolle [rlrolle@hotmail.com] | College of Education
Alice Scruggs [am_scrugge@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
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| School of Graduate Studies and Research
Linda Knight [lgkbryant@yahoo.com] | School of Allied School
Lon’ Tejuana Cooper
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| School of Journalism and Graphic Communication
Dhyana Ziegler (dhyz@aol.com) | |

Grievances

- ❖ Two faculty members were investigated by the Equal Opportunity Programs Office. One faculty member who refused to participate in the investigatory process, because of the office's policy that failure to provide a statement is an indication of guilt, has been cleared. The second faculty member did participate in the investigation. After the University's investigation, the faculty member was disciplined. FAMU UFF began a grievance process for this faculty member based upon the severity of discipline and the investigatory process. This faculty member is now awaiting the results of his Step 2 grievance.
- ❖ In terms of the University's denial of a grievance filed on behalf of our DRS teachers whose contract "expired"; we have requested that the State UFF file for arbitration and requested that some of the teachers be rehired. The University has been informed of our intent. We are consulting a lawyer, while awaiting the State UFF's decision to proceed.
- ❖ This Fall, the University denied four professors tenure and/or promotion. These professors have filed grievances, two are still pending. In first instance, the Step 2 grievance has been heard and we are awaiting a decision. For the second faculty member, a Step 2 grievance hearing is scheduled for later this month.
- ❖ An Unfair Labor Practice (ULP) complaint has been filed against the University for its failure to honor Article 23 of the FAMU DRS Collective Bargaining Agreement. This article was tentatively agreed to last Fall and approved by the FAMU DRS faculty that same semester.



Contract Policing Issues

Several Collective Bargaining Agreement (CBA) issues have crossed our desks:

- ✓ In the Environmental Science Institute, the director has insisted that faculty members work a forty hour week and clock in reporting to their offices if they are away from their location for more than two hours. FAMU UFF has protested this practice and has sent a letter to the University and the Director.
- ✓ An issue came up prior to the Winter Break as to when nine month faculty could begin their vacation. It is FAMU UFF's position, that Winter Break began for nine month faculty at 12 Noon the day that grades were due for the Fall Semester.
- ✓ Many Colleges and Schools are changing AORs without consulting faculty. In some colleges and schools, such as the College of Education, language has been inserted in an attempt to change the evaluation process contained in the Collective Bargaining Agreement. Stay tune!!! ☺

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