



FA Courier

Our Next Steps: Expect to Bargain

A Bad Contract: Signing vs. Imposition

The FA Bargaining Team has maintained their obligation to only present an offer to the FA Board of Directors that is in the current as well as the long-term best interest of the Association membership to have a fair, equitable contract. The offer presented on November 11 by the administration meets neither YOUR current or long-term best interest. There is absolutely no reason for Association members to agree to a “bad contract”.

- The administration is aware that their wage compensation offer will keep faculty at each rank level (assistant, associate, and full) at CMU in 6th-7th place in terms of salary and total compensation in the administrations’ own generated list of 10 comparable institutions.

If the administration imposes a contract they will have truly disgraced this campus and shown their disrespect for faculty, therefore showing their disrespect for students. If the administration imposes a contract, they will have shown their true colors, and that is to use bully tactics to get their way. If this administration really cared about CMU students, quality programs and quality instruction they would try all positive avenues to support a campus environment that maximizes retention and recruitment of quality faculty. If the administration decides to impose a contract, they still have to bargain.

Unanimous Support for FA Bargaining Team

The FA Bargaining Team implemented its authority to say “NO” when presented with the administration’s reported “final offer” on Friday, November 11. The FA Board of Directors has issued this statement of support:

“We, the FA Board of Directors, re-affirm our support for the actions and position of the FA Bargaining Team.” (November 17, 2011)

To our FA Bargaining Team: Krista Graham, Phil Squattrito, Jennifer Green, David Jesuit, Chris Owens, Suzanne Shellady, Brad van Eeden-Moorefield, and Melvina Gillespie)

We Support our FA Bargaining Team

Administration: Their Real Attitude about Faculty

- “Faculty have done too well in part because of their excellent union representation”. (Robert Verduyck lead lawyer for the administration’s fact finding team, during the opening statement for fact finding)
- Dr. George Ross (response to Dr. Orlando Perez and Academic Senate, Monday, October 10, 2011): “I will address your first question regarding the constitutionality of PA 54. First, PA 54 was passed by the Michigan legislature and signed by Governor Snyder. CMU did not write, propose, support, or request the passage of PA 54. I believe that the CMU administration has endured a great deal of unfair criticism because of a political climate in Lansing and other Midwestern states that we did not seek nor create. Regardless, CMU does not have the constitutional authority to unilaterally determine which laws it will and will not follow.”
- Mr. Bob Martin (response to Dr. Laura Frey, November 13, 2011): CMU responds to your request (below) by noting that, in its view, the meeting with the LCME to which you seek an invitation to attend has nothing to do with bargaining, nor are any decisions being made at this meeting regarding mandatory terms and conditions of bargaining. The LCME lacks authority to bind the university in regard to its relationships with union members; furthermore, the FA has had the last seven-plus months to bargain with CMU on these issues, and has chosen not to do so. For these reasons, your request is denied.

Contract Ratification Process

The FA Bargaining Team shall be given full authority to negotiate the contract using faculty survey data and input from the Board of Directors (FA Constitution Article 5, Section 5, Item D). Therefore, the FA Bargaining Team has the obligation to determine that they will not present a table agreement to the FA Board of Directors if they do not think the Association membership will accept it.

The FA Bargaining Team told the administration that their offer on November 11th was unacceptable because it was not in the best interest of Association membership. The latest administrative offer continued to include rollbacks that the Association membership has consistently reported as unacceptable (Spring 2011 to the present).

When the administration decides to work with the FA Bargaining Team in good faith bargaining, there may be a “new offer.” At that time, the FA Bargaining Team will present this table agreement to the FA Board of Directors who have the following four (4) options: approval of a tentative contract with a positive recommendation to the FA membership, submission of a tentative contract with neutral recommendations to the FA membership, submission of a tentative agreement with a negative recommendation, and rejection of a tentative agreement.

WE are FA United!
We have Guts, Desire, and Strength

FA Strong: Future Unity Plans

November:

11/28: FA General Membership Meeting at MPHS Auditorium (5 p.m.)

11/29: T-Shirt Tuesday & Academic Senate (faculty fill the Senate room)

11/30: FA Strong Morning Gathering!!! Details TBA

December:

12/4: FA General Membership Meeting at MPHS Auditorium (7 p.m.)

12/6: Academic Senate

12/7: Trustees-Faculty Liaison Meeting, 5:00 p.m., UC (details TBA)

12/8: FA Strong Gathering, 8:00 a.m. Warriner to UC (details TBA)

12/8: BOT Meeting, (9:00 a.m.)(UC)

January:

1/4: Crisis Planning Meeting

1/8: FA General Membership Meeting at MPHS Auditorium (7 p.m.)

1/17 & 1/31: Academic Senate

FA Work Stoppage Checks – Supporting FA Crisis

Please consider donating 50% of your work stoppage check to “Sustain the FA Crisis”. You can make your check out to CMU FA. Mail to: CMU FA (MEA office, 625 N. Main Street, Suite B, Mt. Pleasant, MI 48858).

FA Clothing

We have more FA t-shirts (short-sleeved) at the FA Headquarters. The shirts are \$5.00 each.

We have FA scarves! \$10.00 each.

We also have FA buttons, free of charge.

FA Logo on Your Clothing

Jill Stalter, owner of In Stitches (620 North Fancher, in the alley), is able to put the FA logo on all types of clothing. Jill has shirts, etc., for sale or you can provide your own clothing. If you are interested, call her at 989-775-8666.

CMU FA Crisis Headquarters, 989-773-7686; 1622 S. Mission St., Campus Court, Suite C

CMU FA Crisis Website: <http://cmufaccc.org>

CMU FA General Website: <http://cmufa.com>

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