



FA *Courier*

Together for CMU!

Hopefully, you've received a new t-shirt from one of your FA representatives during prep week. If you didn't, be sure to contact me and I'll make sure you get one. The message on the shirts is meant to foster a community that supports the goals and objectives of our Faculty Association and the other eight organizations representing CMU faculty and staff. "Together for CMU" recognizes that *we* make this University, *our* University, stronger when we stand together for wages, benefits and working conditions that will help us recruit and retain the most well-qualified faculty and staff. (Distributing the shirts before and after College meetings helped ensure that CMU's administrators heard us, too). Therefore, please support or continue to support the FA and the other labor unions on our campus. A particularly good day to wear these shirts would be on "Fire Up Fridays," so you can show your support for CMU and for the employees who, together, make it a great place for our students. As Benjamin Franklin (allegedly) said at the signing of the *Declaration of Independence*, "We must all hang together, or assuredly we shall all hang separately."

-David Jesuit

2015-2016 FA Board Members

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Homecoming Parade

Please plan to march again this year. Assemble in Lot 22 at 10:15 AM on Saturday, October 3rd. Wear your t-shirts!

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General Membership Meeting & Reception

We'll be holding our General Membership Meeting on Tuesday September 29th at 4 PM in the Lakeshore Room of the UC. After the meeting, we will host a wine and cheese reception. Please be sure to attend both events and bring someone with you! We would especially like to see new faculty members join us so be sure to reach out to any new faculty in your department.

New Celebration Cinema Commercial

The FA Board is producing a new commercial to run at Celebration Cinema and potentially other places. We need suggestions of good places to shoot photos of FA members at work and in the community. If you have any high resolution digital photos (better than 300 dpi or 8 megapixel camera shots) that you have taken that you feel would be good for the spot, we may be able to use them. We need permission from everyone recognizable in the shot to use the photos in the commercial. Please send an email to Heather Polinsky at polin1he@yahoo.com if you have good photos or ideas for photos for the new commercial.

UniServ Director News

Pat Bolen has retired and, after a search, we're very happy to announce that Kurt Kline is our new UniServ Director. Kurt has been serving on an interim basis for the last several months as Pat was on medical leave. He has extensive experience in labor law and relations and a JD from Indiana University. We thank Pat for his decades of service to the MEA and wish him the best on his retirement!

MEA/NEA Reps

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Grievance Committee Co-Chairs

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Rob Noggle (PHL)
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Phil Squattrito (CHM)
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Grievance Committee Members

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Grievance Update

The Grievance Committee, co-chaired by Phil Squattrito (CHM), Rob Noggle (PHL/REL), and Brigitte Bechtold (SASW), is composed of roughly a dozen FA members who work with bargaining unit members on contract-related issues (for example, reappointment, tenure & promotion and disciplinary matters) by answering questions, offering advice, providing representation at meetings with administrators, and helping draft and process grievances. In a typical year, we may field as many as 100 inquiries that vary from quick answers to more extensive involvements, we represent 5-10 members who are the subject of investigations, we assist several members with appeals related to RTP, and we file about half a dozen grievances on behalf of members or the Association. While some issues are easily resolved, others require ongoing effort over a period of months. Members of the committee do this work purely on a volunteer basis in addition to their regular duties at the university. Due to retirements and changing commitments, we can always use more competent and committed individuals to serve in this capacity. We offer mentoring and on the job training! If you are interested or would like more information, please contact one of the co-chairs.

Much of our work depends on the quality support we receive from our UniServ Director and the legal staff at MEA. The majority of your union dues pay for the experienced professionals at MEA who help us negotiate and enforce our contract. If bargaining unit members opt out of paying dues, it will become increasingly difficult to retain those people, which will result in less support when arguing grievances with the University. In other words, when some don't help share the cost we all lose.

**Grievance Committee Members
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Global Campus

The current *Agreement* includes a Memorandum of Understanding that called for the creation of a joint committee to examine scheduling conflicts between courses on our main campuses and those that are offered online or off-campus. This committee met twice during the summer and tasked Robert Noggle with chair duties (Dr. Noggle also currently co-chairs our Grievance Committee and is the Chairperson of the Department of Philosophy and Religion). In a related move, the CMU Board of Trustees recently instructed President Ross to create another committee, the Global Campus Task Force, to "explore options for enhancing the university's online class offerings." While these are independent committees, we are strongly supporting procedures that will protect the quality of our courses. Accordingly, we have developed and shared the following "principles" with FA members serving on these committees:

- Tenured and tenure-track faculty oversight and active engagement are essential to maintaining quality of CMU courses in whatever delivery mode.
- An erosion of tenure-lines would diminish the reputation of CMU and would threaten our long-term financial stability.
- Departments should exercise principal control of on- and off-campus scheduling.
- Departments should determine quality of course content and instructional personnel.
- In the spirit of "one CMU," student credit hours (SCH) should be treated the same whether received from on- or off-campus courses.

Learn more about MESSA ABC

MESSA has scheduled free webinars to help you learn about MESSA ABC medical coverage and how to pay medical bills using a HealthEquity health savings account.

Webinars are scheduled at 4 p.m. on **Sept. 17 and 22** and at 7 p.m. on **Sept. 30**. Each webinar lasts about one hour, and you need to register online to reserve your seat.

To register, go to www.messa.org/Members/MESSA-ABC-HEQ-Webinars.

Helpful Links/Info

- CMU FA Website: <http://www.cmufa.com/>
- Kurt Kline, MEA UniServ Director: 989-772-5922; email: kkline@mea.org
- Local MEA Office: 625 N. Main Street, Suite B, Mt. Pleasant, MI 48858
 - Office Number: 989-772-5922
- MESSA
 - Website: <http://www.messa.org>
 - Member Services: 1-800-336-0013
 - Field Representative: Grace Romzick:
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- Michigan Education Association:
<http://www.mea.org>
- MEA Bill Tracker:
<http://www.mea.org/bill-tracker>
- National Education Association:
<http://www.nea.org>

