

Faculty Welfare Committee/AAUP Excellence in Education

Awarded the AAUP Assembly of State Conferences Outstanding Newsletter Award 2009

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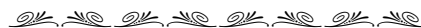
From the FWC/AAUP President:

Colleagues,

You have likely heard of the attempts in various states—most notably Wisconsin and Ohio, but others as well—to severely limit or eliminate collective bargaining among public sector employees. Such legislation, which has passed in Wisconsin and is expected to receive final approval in Ohio by early April, would adversely affect tens of thousands of our colleagues in public colleges and universities. Although the Midwest states have featured most prominently in the news, legislation to limit collective bargaining is being introduced around the country. Even traditionally union-friendly New England states such as Maine and New Hampshire have introduced so-called right-to-work laws that would substantially undermine the collective bargaining rights of workers.

In short, we are seeing attacks on collective bargaining unlike any seen for generations. In light of this, our newsletter editor solicited reports from around the country to see how the current political situation is unfolding in various places and to see how it is affecting faculty. Things are in a state of flux, so you may consider these eyewitness accounts to be a snapshot of how the political situation in the various states is affecting higher education at this point in time.

Rick DeWitt
President, Fairfield University FWC/AAUP



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FWC AND AAUP NEWS AND EVENTS

RECENT FWC/AAUP EVENTS:

THANKS! to Joe Dennin and John Miecznikowski, members of the Faculty Salary Committee, for explaining the proposed retirement options at the FWC Brown Bag Lunch Discussion on March 2. Thanks to *all* the members of the Faculty Salary Committee for working to get both plans into our contract. We had great attendance and great questions on 3/2. The proposals will be brought to the faculty for approval at the next General Faculty meeting on April 1. If you still have questions or would like more information, contact FSC Chair Joe Dennin.



THANKS! to Don Greenberg and Irene Mulvey for facilitating the FWC Brown Bag Lunch Discussion on March 9 concerning the attacks in several states on collective bargaining rights for public employees and the implications for faculty. Thanks to the small but lively group of attendees who made the discussion informative and interactive.



UPCOMING FWC, AAUP AND OTHER FACULTY EVENTS:

General Faculty Meeting Friday, April 1 at 3:30 in DSB 110A&B:

At the General Faculty Meeting on 4/1, there will be a report from the Faculty Salary Committee, after which it is planned that we will vote on two elements of our contract, the Memo of Understanding and the Benefit Plans Overview. Materials were sent by email and are on the General Faculty Secretary's website at www.faculty.fairfield.edu/gfs. If you would like more information or would like to learn more about this important annual process, contact any member of the Faculty Salary Committee or any member of the FWC Executive Committee, whose membership is listed on the last page.



FWC/AAUP Meeting Friday, April 1 DSB 110AB Right after the General Faculty meeting:

The FWC/AAUP will hold a brief open meeting right after the GF meeting on 4/1. The main item of business is to elect our voting delegate to the annual Collective Bargaining Congress meeting in DC on June 9. In keeping with Department of Labor regulations, this election must take place by secret ballot at a meeting of the chapter. The Collective Bargaining Congress was formed by the AAUP in 1985 to respond to the faculty's interest in pursuing unionization as a means to defend professional standards. The CBC is an umbrella organization of AAUP collective bargaining chapters and affiliates. Fairfield is one of only a small handful of advocacy chapters that have been granted membership in the CBC by its Executive Committee. All faculty are welcome to stay for this meeting, but only members of the FWC will be allowed to vote. This meeting will be quickly followed by a *gala* reception hosted by the Faculty Welfare Committee/AAUP.



Reports from colleagues on the ground: OHIO and MICHIGAN

A report from the field in Ohio:

Last week, after several days of hearings and protests by thousands at the statehouse, the Ohio Senate passed an amended version of Substitute Senate Bill 5 by a vote of 17 to 16. The bill allows severely limited collective bargaining by some state employees but denies college and university full time faculty, using Yeshiva-like language, the basic right to organize and bargain. The issue now goes to the Ohio House of Representatives. The Ohio Conference of AAUP chapters has entered into coalition with safety forces and other public employee unions representing approximately 400,000 chapter members to fight for their c.b. rights.



The coalition's expectation is that the issue will ultimately pass legislative approval, and be signed by the governor as early as April 1st. However, the labor group is already organizing for a veto referendum to nullify the decision, which would delay implementation at least until a vote can be held during general elections. As a bellwether state for public employee collective bargaining, we are fighting hard to preserve collective bargaining

for all workers, including faculty in higher education, in the U.S. Updated information is available by clicking on the front page link to "Defending Ohio's Collective Bargaining Defense Kit" on the front page of the conference website at <http://www.ocaaup.org> where talking points, sample letters to legislators and news media, and testimony are readily available. As always, we appreciate the support and interest of our colleagues at Fairfield.

In Solidarity,
Dave Witt
Ohio Conference of AAUP
March 14, 2011



Michigan Conference AAUP Report:

Unlike Ohio and Wisconsin, who have had single budget bills introduced to eliminate collective bargaining, Michigan has had several bills introduced by the legislature that will affect collective bargaining in separate areas. More than one bill will make Michigan a right to work state, enabling members to opt out of paying membership dues and seriously weakening effective representation. Another bill would create right to work zones, allowing for cities, towns, townships, local school districts and other forms of government

to disregard collective bargaining contracts. There is also a bill that would reduce salaries across the board by 5% and increase the cost of health insurance to no less than 25% for single coverage and 20% for family.

The MI-AAUP will be working closely with the UAW, AFT, and other labor groups, addressing these threats to collective bargaining through testimony and activism in Lansing. Similar to Ohio, there has been talks about ultimately getting to a referendum vote, if necessary.

Michael G. Bailey
Executive Director
MI Conference AAUP
March 7, 2011



Leisure Reading:

As the weather turns to spring and thoughts of outdoors, consider "Never Just A Game: Players, Owners, and American Baseball to 1920" by Robert F. Burk (University of North Carolina Press 1994), a history of labor relations in baseball in the nineteenth and early twentieth century.

Also, check out <http://www.aaup.org/AAUP/pubsres/policydocs/contents/1940statement.htm> - for the AAUP's 1940 statement of Principles on Academic Freedom and Tenure - a classic!

Reports from colleagues on the ground: WISCONSIN

Report from Madison:

For over 35 years, I have been an English teacher at Madison Area Technical College (MATC) in Madison, WI. Our college is a two-year vocational, technical school and community college educating students for certificates in short programs and granting two year associate degrees.

The MATC Part-Time Teachers' Union was organized in 1996, the only stand-alone part-time teachers' union in Wisconsin. Having worked many years without a union and then having union representation since 1996, I stress that having a voice is much better than working without a voice; concerns would just go to some black hole prior to having a union. I had to individually appeal to be included in the Wisconsin Retirement System in 1993; it took two appeals and three years, but I gained inclusion in the retirement system in 1996. Solo advocacy is very lonely, so when I was approached by the WI Federation of Teachers (now AFT-Wisconsin) about a group of us forming a union, I was pleased to be one of the founding mothers. I have been active in a number of roles ever since. Here's our story.

Every protest since Feb.14 has been energized by the Madison (and other communities) Police and Fire

Department groups who march around the Capitol Square and through the Capitol (until recent restrictions made marching through impossible). Led by flag bearers, drummers and bagpipers, both uniformed and off-duty firefighters and police officers have demonstrated very visibly in support of the protests. Those on duty at the Square are good humored and helpful. Some have turned a blind eye to protesters putting activist T-shirts or blindfolds on statues.

Our Feingold-replacement US Senator, (R) Ron Johnson, complained that the national media had not reported enough about the thugs demonstrating in Madison, so on Saturday, there were a number of signs saying "Thug" with a number of add-on comments like "Grandma Thug" or "Thug for Workers' Rights." Among my favorites were two little boys, maybe 5 and 7, who carried little picket signs with "THUG" written clearly for all to record as the thuggery in Madison.

Both the Madison (city) police chief and the Dane County Sheriff's Dept. refused to assign anyone to help Gov. Walker in restricting access to the Capitol, saying that they would not be part of a "palace guard."

The governor has a separate, small group of Capitol Police who are a state group to care for the Capitol itself, and the

governor has control over the state patrol -- so those poor guys are stuck with that duty. The overtime costs due to over-policing are incredible. One observation last Saturday with the rally of 100,000 was the much reduced number of security forces around. There were some visible, but not the rows and rows previously standing looking very bored during some of the earlier days of the demonstrations.

Long term, there are actions under way to get Gov. Walker's attention by going through his campaign contributors. There is a report that last week several members of some of the police unions closed accounts and withdrew over \$300,000 within a few hours from one of the major banks on the Capitol Square, causing the bank to close early that afternoon. There is a protest scheduled Tuesday in front of that bank, and lists of Walker-friendly businesses to boycott are being distributed.

In solidarity,
Nancy in Madison

Nancy McMahon
MST, English Faculty
Madison Area Technical College
Steward at Large
MATC Part-Time Teachers'
Union
AFT Local 6100, AFL-CIO



Reports from colleagues on the ground: Rhode Island

University of Rhode Island:

We don't expect the kinds of outright attacks we are witnessing in Ohio, Wisconsin, and Michigan, but that does not mean we do not have problems. Our new governor Lincoln Chafee (Independent) seems to be supportive of labor unions and higher education, though the new mayor of Providence, who was elected as a liberal Democrat, fired all the public school teachers in what appears to be the same strategy as other states to bust the union and seniority. We've been rallying with them in solidarity. Meanwhile, the governor appointed an entirely new Board of Governors for Higher Education except for one holdover, though they have yet to be confirmed by the legislature. While we wait to find

out what kind of Board we will have to deal with, our chapter is preparing for negotiations as our contract ends July 1. At the university our President and Provost continue to push their many initiatives -- the same things all presidents and provosts seem to learn at President camp. Every year more faculty hires are non-tenure-track positions as lecturers, clinical, and research faculty. They are members of our bargaining unit, but do not participate in shared governance and do not have the same protections as tenure-track faculty. The URI/AAUP and our Faculty Senate executive committees are having a joint meeting this week to discuss our mutual interests and concerns, especially as they affect shared governance, such as encouraging more participation

in service and making sure service "counts", workload issues related to administration initiatives (4-credit courses, large classes, on-line courses), and the use and overuse of non-tenure-track faculty. The good news is that the AAUP and senate work well together but we all know tough times are ahead.

Wendy W. Roworth
President, URI/AAUP
First Vice-President,
National AAUP



Roosevelt Hall, University of Rhode Island

Mark your calendar. Information will follow.

UPCOMING EVENTS

CT State Conference-AAUP Annual Spring Meeting

Thursday, May 12 at 5:30 to 9:00 at the Graduate Club in New Haven, CT

A pleasant and informative dinner meeting. This year's theme is "Community Colleges in the National Spotlight: Gateway to a Better Future" Speakers are Dorsey L. Kendrick, President of Gateway Community College and Vijay Nair, President of Connecticut State University-AAUP.

The CSC-AAUP will present the fourth annual George E. Lang, Jr. award.



AAUP Annual Meeting and Conference on Higher Education

June 9-12 in Washington, DC



AAUP Summer Institute: training and workshop on faculty advocacy

July 21-24 at Suffolk University, Boston, MA

The Faculty Welfare Committee/AAUP at Fairfield University is an *ad hoc* committee of the General Faculty and an affiliate of the national AAUP. Any member of the General Faculty at Fairfield may join by contacting the membership chair or any officer. Dues are set annually by the membership and can be paid in semi-annual installments or deducted from each paycheck. If you aren't a member, please consider joining. We promote the professional and economic interests, broadly defined, of the Fairfield University Faculty. All our activities are open to all members of the faculty but we are funded entirely by our dues-paying members.

From the Archives...

Snippets unearthed by the Secretary of the General Faculty.

From the minutes of the General Faculty meeting on March 15, 2002:

Motion [Nantz/G. Lang] The General Faculty requests that the Faculty Committee on Public Relations and Action schedule a visit from labor union organizers to discuss the Faculty's options.

Prof. Marty Lang: I think an explanation of the notion of unions is needed, particularly since the idea of unions is a dirty word in the academic realm. You know, we don't want to belong to the AFL or CIO because truck drivers belong to those organizations. In the past 100 years virtually every single Pope, the most recent on the 100th anniversary of *Rerum Novarum* published in the late 1800's affirmed the right of working people to associate in organizations specifically referred to as trade unions. This is a Catholic institution and so defines itself. If this Catholic institution stands in the way of voluntary worker organization, it's standing against a long-term position of the Catholic Church. And with regards to a union or however we chose to associate for our own benefits, this is a fundamental right as human beings, or so we have been told. And with the president of this institution being a Jesuit, and the Jesuits in New York running the Labor Institute and spearheading these kind of movements in the past, they should be on the side of the working person, the ordinary person. So, I find no problem in bringing someone in here who can talk to us about unions and organization. People are worried that a vote will not succeed with regard to a union. The president can permit a union. It's not as if a Catholic institution can hide behind the law in the Yeshiva case and prevent a union organization. If they want to be true to the positions of their faith then they should be supportive of the working people. So, I think this is a fine resolution. And it stems directly from our commitment. I think we ought to vote in favor of it and find out what the union possibilities can be. [Motion Passed.]

Faculty Welfare Committee/AAUP Executive Committee: Rick DeWitt (President), Joe Dennin (Vice-President), Bill Abbott (Secretary), Rona Preli (Treasurer), at-large members Jocelyn Boryczka, Susan Rakowitz, Deb Strauss, Kate Wheeler. Membership Director: Cheryl Tromley. Newsletter Editor: Irene Mulvey

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