

Faculty Welfare Committee/AAUP

Excellence in Education

ACTION COMMITTEE

UPDATE

News from the Faculty Welfare Committee/AAUP Action Committee:

- Thanks to all the members of the FWC Action Committee who were able to meet last Wednesday and all those that checked in by email. Membership in the Action Committee continues to grow. Contact Co-chairs Sonya Huber and Kevin Cassidy for information.
- Our Faculty Salary Committee (FSC) meets with the administration's team every Tuesday for at least an hour and a half. Collegial discussions on our next contract are ongoing.
- The FSC made the first written proposal to administration on 1/21: *restore* retirement contribution to 10%, no change to health care cost shares, 8.9% salary increase to make up for erosion against inflation since the imposition of merit pay.
Administration responded with their first written proposal on 2/12 (the FSC reported on this proposal at the General Faculty meeting on 2/13): a *further* reduction to the University's contribution to retirement to 8%, health care cost-shares *increase* to 20% (with an increase to base salary to cover about half that increase TBD), 3% salary increase.
FSC presented a written counterproposal on 2/19: *restoration* of University's contribution to retirement to 10%, *maintain* health care cost-shares at 10%, salary increase of 5% (to barely outpace inflation over the last two years). As of the 2/26 meeting, the administration has not responded in writing to the FSC's counterproposal. We were told they will respond formally - but not before next week.
- The Administration is presenting the "preliminary budget" to Board Subcommittees on 3/1. The preliminary budget is based on the administration's proposal.
- **Cuts to faculty compensation are cuts to our core academic mission.**
- Wear your FWC/AAUP button! New buttons are on order. Look for them right after spring break.
- We will fight for *Excellence in Education*.
- Our strength is in our solidarity! New FWC/AAUP members are always welcome. Contact Yohuru Williams, Membership Director.
- **CALL TO ACTION:** Attend the FWC strategy meeting on Friday 3/1 in Gonzaga auditorium from 3:30-4:30. Gala refreshments served!

THE BACK OF THIS NEWSLETTER IS A FLYER DESIGNED TO BE POSTED ON YOUR OFFICE DOOR. POST IT TO SHOW YOUR SUPPORT FOR THE FSC. Post it immediately to show your support for EXCELLENCE IN EDUCATION!

Thank you, AAUP Collective Bargaining Congress!

The CBC Executive Committee authorized a donation to the FWC/AAUP to help support our Faculty Salary Committee in the ongoing collegial discussions.

I SUPPORT THE FSC

Attracting and retaining
high-quality faculty
to maintain Fairfield's
commitment to
excellence in education

requires first and foremost fair
and reasonable increases to salary
and robust, comprehensive
benefits.

SALARY INCREASE!
NO BENEFIT CUTS!