

Faculty Welfare Committee/AAUP Excellence in Education

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NO CONTRACT = NO RESPECT FACULTY DESERVE BETTER



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From the FWC/AAUP President:

Dear Colleagues,

I am sure you were as disappointed as I was by what our colleagues on the Faculty Salary Committee had to say in their report last Friday. Over the last few years, faculty have accepted enormous sacrifices and cuts to benefits. We agreed to a “short-term” reduction in retirement in order to close a temporary budget gap; the gap is closed, but the reduction remains. Our health insurance cost shares more than doubled last year. You would think that the administration would take a year off at least before demanding even more reductions, but that is not what we heard from the FSC last week. We need to stand together as faculty and say *Enough Cuts!* Our Faculty Salary Committee has been working hard all year in good faith but that doesn’t seem to work with our current administration. We need to show our administration that we support the FSC and that the FSC speaks for all of us. Please stay informed about our work and our plans. Contact me any time with your ideas or suggestions.

In Solidarity,
Jocelyn Boryczka
FWC/AAUP President

Faculty Welfare Committee/AAUP NEWS AND EVENTS

Recent FWC and AAUP Events:

FWC/AAUP Meeting March 14:

Thanks to all FWC members able to attend our meeting following the GF meeting on 3/14 to discuss the proposed changes to the constitution. Informed by the discussion, the Executive Committee made revisions to the proposed changes and a vote on the proposed changes will be conducted by email.

The Executive Committee appreciated all the great ideas and feedback on our FAIRFIELD 2014 initiatives.



"We are Not Wisconsin" Forum and Discussion April 5:

We are grateful to our unionized faculty colleagues at CT State University-AAUP for inviting Fairfield's chapter leaders to attend this inspirational event sponsored by SEBAC (State Employees Bargaining Agent Coalition).



GF Meeting & FWC/AAUP Meeting

April 11:

President Boryczka called for an immediate meeting of the FWC Action Committee following last week's GF meeting after the faculty had heard another alarming report from the Faculty Salary Committee with no contract. Nearly everyone stayed to discuss next steps, and lots of terrific ideas for escalating job actions were discussed. As a start, the chapter would like all members to start wearing your FWC button. Members who need a new button can contact a representative in your building: DSB Cheryl Tromley, Bannow & SON Joe Dennin, DMH Jocelyn

Boryczka, CNS Bill Abbott. If you are not already on the Action Committee distribution list, contact Co-chairs Kevin Cassidy and Sonya Huber. In the meantime, save these dates - more information will be sent by email:

- 4/23 noon -2:00
Sign-making in Faculty Dining Room (materials will be supplied)
- 5/1 2:30 - 3:15 PM
May Day Rally outside BCC
- 5/7 3:30 - 5:00 PM
Gonzaga Auditorium
President von Arx's annual address to the faculty
- 5/18 AM & PM
Commencement
- 6/6 - 6/8 Alumni
Reunion Weekend



FWC/AAUP supports Local 217

The FWC/AAUP Executive Committee would like to thank Prof. Cecelia Bucki for connecting chapter leaders with organizers and members of Local 217 and for her work in getting so many faculty signatures on the food service workers' petition. Faculty members signed the petition at our General Faculty meeting on March 14 and many took copies with them to collect more signatures. On March 18, chapter leaders Jocelyn Boryczka, Dee Lippman, Kevin Cassidy and Barbara Welles-Nystrom joined students from our Students for Social Justice organization and food service workers as they delivered the petitions to Vice President Mark Reed.

Union organizer Fatima Rojas and union members attended the most recent FWC/AAUP Executive Committee meeting and shared the good news that agreement has been reached with all three finalists bidding for the food service contract to honor all provisions in the current contract. As a gesture of appreciation and solidarity, our Sodexo colleagues presented President Boryczka with a union button (see photo on page 2).

Date: Tuesday, March 18, 2014

Subject: Great Action today!!!!

Dear Jocelyn, Cecelia and Sonya,

I wish I had the ability to express how inspirational and powerful was our Students/Faculty/Workers solidarity delegation this morning.

I would like to thank everybody in the FWC Action Committee for collecting signatures and for standing up today in solidarity with the Union workers from UNITE-HERE LOCAL 217.

I would like to also highlight the strong and POWERFUL leadership from Jocelyn Boryczka, who set the tone of meaningful jobs require meaningful actions and commitment to stand up and fight...what a very inspirational moment!!!

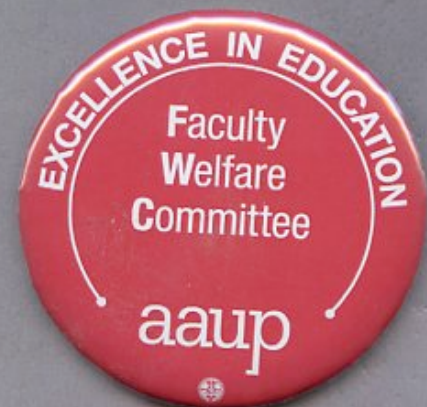
Let's keep that momentum going, let's keep our struggles together!

In solidarity,
Fatima

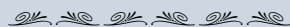
Fatima Rojas
Organizer
Unite Here!
Local 217

NLRB and Yeshiva

Earlier this year, the AAUP submitted an amicus brief to the National Labor Relations Board (NLRB) in a case involving an attempt by full-time, non-tenure track faculty at Pacific Lutheran University to unionize. Pacific Lutheran invoked the Yeshiva decision in order to block the unionization. The AAUP brief says that NLRB should look at the big picture in order to determine whether faculty at private colleges are "managers". AAUP points out much has changed since *NLRB v. Yeshiva University* was decided by the US Supreme Court in 1980. In particular, administrations have become top-down in managing the University. Rather than relying on faculty expertise and recommendations, universities have increasingly relied on expanded administrations to make unilateral decisions, which are often influenced by considerations of external market forces and revenue generation; all of this undermines faculty control. Read a summary or find the brief at aaup.org/news/how-managerial-are-faculty



The Faculty Welfare Committee/AAUP at Fairfield University is an *ad hoc* committee of the General Faculty and an affiliate of the national AAUP. 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. To join, contact any member of the Executive Committee



Excerpt of Report from the Faculty Salary Committee at the General Faculty Meeting on April 11

Remarks by Prof. Walter Hlawitschka:

Last year, the University had a budget surplus of \$7 million. This year, a budget surplus of \$2 million is projected. These are the good times. The S&P 500 is up 30% over last year, our enrollments are up, and our applications are up. This year, the university should be *thanking us* for cuts we agreed to previously rather than asking for further cuts. The university's portion of total healthcare costs is, we're told, unsustainable, going up too quickly. However, in 2009 it was \$11.8 million while in 2013 it was \$11.3 million. In other words, it's going down, not up. (That's because of some layoffs and because faculty and staff have assumed a bigger proportion of the costs.) The FSC is willing to talk about healthcare, but it's not an emergency. Tuition has increased 24.4% over the last 6 years while the total amount spent on healthcare and the proportion of the budget spent on healthcare have gone down. Over the past 5 years, salaries have risen an average of 1% annually while tuition has increased 3.6% annually and CPI has increased 1.6% annually. We should not be embarrassed to be asking for more; tuition has gone up much more than our salaries, while the amount the university has contributed to our benefits is down. This year inflation is 1.5%, the second lowest it's been in 50 years. This is the year the administration should be saying thank you. We should be trying to catch up a bit with inflation. I'm tenured so the university's financial health is very important to me, probably more than to some administrators. So, if they won't say thank you for your past concessions during difficult times, let me say thank you. It's not good for the health of the institution for us to be here every year. We have a three-year agreement; it says we will pay 20% of the costs of Option 1, of the HSA, etc., not 20% of healthcare costs. This agreement is in writing. It was agreed to by the administration and approved by the Board. We should insist that they honor it. Thank you for your support.

FWC/AAUP Executive Committee: J. Boryczka, President; J. Dennin, Vice-President; W. Abbott, Secretary; I. Mulvey, Treasurer; At-large members S. Etemad, D. Lippmann, C. Tromley, B. Welles-Nystrom. Membership Director: Y. Williams.

FWC/AAUP President Boryczka
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