

For Union President: Kye Carbone

‘A Decade of Positive Faculty Accomplishment’

It is an honor to yet again be nominated for re-election as President of the UFCT Local 1460.

Since first elected in 2003, I have faithfully served the office of Union President, and I hope you'll agree, have demonstrated the necessary strength, forthrightness, integrity, honesty, drive, focus, and transparency of means warranting leading our Union going forward.

Accordingly, I respectfully ask for your enthusiastic and affirmative vote. Moreover, a vote for my re-election is also a vote of confidence for the Local's slate of effective officers: Emily Beall (VP), Holly Wilson (Secretary), and Dennis Masback (Treasurer). We are indeed a team dedicated to Faculty inclusion and strengthening our roles in academic-life at Pratt Institute. Let's never forget that all collective gains and achievements are only possible through team-work, as each of us contributes at our individual potential; our individual acts coalescing around our shared aim of larger gains for all.

I. Contract enforcement, II. Grievance adjustment and III. Collective bargaining are the three bedrock pillars underlying effective union governance. As such, a deep and demonstrable understanding of each of these three pillars should likewise be the minimal and prime 'qualifying' requirement for any candidate seeking the serious position of Union President.

As Union President I led the negotiating team(s) for our last three Contracts: 2003-2007, 2007-2011, and the current 2011-2015 CBA. As such, I have signed three CBAs encompassing twelve-years of Faculty gains in salary, benefits, rights and protections. In all area(s) of Faculty 'terms and conditions of employment', there have been indisputable and verifiable gains across the entire bargaining unit:

- annual percentage increases across-the-board averaging 3+% a year;
- FT salary and PT contact hourly rate increases granting increases
- 10-15% at promotion;
- expanded health benefits for PT Faculty;
- expanded medical leave benefits for PT Faculty, full medical leave benefits for FT and CCE;
- increased numbers for sabbatical leaves for FT & CCE Faculty;
- equity "adjustments" for FT Faculty;
- agency fee;
- a domestic partnership allowance; *and...*

...a strengthened 'Academic Freedom & Responsibility' article wherein [faculty] "input" w/respect to curriculum development and review is for the first time memorialized in the CBA, thus now, a protected "term and condition of employment" for the first time ...just a few of the collective gains of our current union, notwithstanding the fact that this Union has not lost ground on one single faculty issue!

And, as if not comprehensive enough a list of accomplishments, let's not overlook all manner of strengthening ARPT: Appointments, Reappointments, Promotion & Tenure (article XVI, CBA); the 'heart' of our Contract as I like to say, and the issue expending the majority of our Union's energies these last ten-years. Absent the Union's robust defense of Article XVI, bargaining unit members would have had no protective-mechanism for academic advancement at Pratt Institute: visiting to adjunct, adjunct to CCE, full-time tenure-track to full-time tenured, and for all Faculty, a fair due-process means for promotion in academic rank: Instructor to Assistant, Assistant to Associate, and Associate to [the full rank of] Professor. A decade ago, there were just 101 FT, 28 CCE, and 175 Adjunct Faculty. Today there are 145 FT, 100 CCE, and 285 Adjunct Faculty due to our Union's vigilant enforcement of Article XVI.

When first assuming the office of Union President, our Union was in disrepair- moribund, isolated, and ineffectual. In the last ten years I was never idle in building what is today by any objective viewpoint, a supremely strong Union. Moreover, I assure you, and as you well know through my periodic status and grievance reports, general membership meetings, and our Union's website, that the UFCT's grievance team is unstoppable when we detect a potential contractual violation. Absent the Union's due diligence in all manner of grievance adjustment, our Contract would fail to operate at the high level it warrants.

I truly believe that I have met and/or exceeded all stated goals for our Union's growth and effectiveness. However, these tasks and accomplishments were always dependent on the many, not the few. If not for the good will, good faith and support of you the Faculty this last decade, none of this would have been possible. The Union is not a club for the select few, but a Faculty body only as strong as those who choose to participate, and absolutely the only means by which "We The Faculty" can keep the Administration in check.

It has been my distinct honor being your Union President. I continue to pledge my dedication and commitment to the challenges that invariably lie ahead and promise never to lose sight of the confidence and trust you have bestowed upon me.

VOTE!

As Always, In Solidarity,

Kye