

Minutes: UFCT Local 1460 General Membership Meeting

Presiding over meeting: Kye Carbone, President, UFCT Local 1460

Meeting Topic: Preparing For and Better Understanding Negotiations

28 October 2014, 5-6:20pm

Discussion of Union Activity this Semester/Next Semester

- Two more General Membership Meetings this Semester (Nov 17 @5pm; Dec 11@5pm)
- In Spring, weekly meetings leading up to Negotiations
- Purpose of meetings to get as much information as possible from members
- Delegates also working to gather contractual needs from their respective departmental members

Goal of Today's meeting: better understanding of Negotiating process & Member needs

- Where we are: present Contract for 4 years, expires August 2015
- Union will call for Negotiations at the end of February; Administration hasn't in the past started on time
- Record of strong contracts, usually take a year, in the past even two years, to negotiate

General Discussion: What are members' most pressing issues?

- Discussion of payment from retirement accounts:
 - Q: why can't one draw from one's retirement account, after the age of 65, even though they keep working?
 - A: Have been trying to make this happen; it's determined by the terms of agreement the Administration enters into with TIAA-CREFF; as with health care, what the Union can do is get people included
- Comment that at other schools, faculty get higher percentage pay-in to retirement accounts
 - We have had 7%/7%/5%/7% annual administration contribution for FT and CCE faculty over this contract
 - Invitation to bring more data on what faculty at commensurate/area institutions are receiving
- Question: how does the Negotiating Team decide to set priorities, going into Negotiations?
 - concern about balancing support for FTers with support for PTers
 - Discussion of last round of negotiations to provide example: Adjunct Health Care; fixing of Full Time inequities
- Discussion of history of negotiating for Parity for CCE faculty
 - Last time, because of other needs, became clear no progress would be made on this demand and thus the Negotiating Team withdrew it
- Question about Full Time:Part Time ratio: is this no longer a concern?
 - No, in fact for the years going into the past negotiation, and since, the Administration has exceeded the ratio (good news for us), and have hired more FTers over the past several years.

- Question about Part Time faculty doing service work; balance of service work for Full Timers
 - For Full-timers: challenge to balance service and research with teaching pre-tenure—member suggests possibility of a pre-tenure sabbatical for FT faculty
 - For Part timers: this work compensated by stipend—member suggests regularizing stipend amounts for service

submitted by Emily Beall
VP UFCT Local 1460

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17 November 2014, 5-6pm

Brief mention of healthcare changes (which only applies to the plans for full timers and CCE). Healthcare will be a topic during negotiations.

Review of issues for negotiations:

- parity
- equity
- parental leave
- pre-tenure sabbatical
- childcare
- try to get admin contribution to TIAA-CREF for adjuncts w/out CCE

Kye discussed overview/history of prior negotiations. Previously there have been big issues – one was full time / part time faculty ratios; one was faculty housing. Don't see a big issue for this negotiation. There are no big outstanding grievances at the moment.

Parity is #1 issue. Language to build in equity for ALL faculty. Discussed difference between equity and parity. Should build on FT equity that we got in the current contract.

Point was made that the percentage raises are essentially a cost of living increase rather than a true raise. Anything less than the 3% we are getting now is essentially a pay cut.

Kye discussed the “surgical” method used for full time equity in the last negotiation. Would like to do the same/similar for adjunct w/o CCE (tied to dept/area/school w/in Pratt)

Discussed salary negotiation at tenure; equity fund plus look back for those recently tenured.

Submitted by Holly Wilson

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11 December 2014, 5-6pm

Question about tuition remission:

we have tuition remission for faculty and their family members who attend Pratt; amount calculated based on one's percentage of workload lost "tuition aid implant" in '98—where amount of Pratt's tuition would be put toward any school a child attended now have "tuition exchange"; not as rich a benefit, must apply for a limited number of "slots" each school holds open for people participating in this exchange; exchange is national so there's relatively few "slots" in relation to demand

Discussion of Parity:

parity aimed at CCE because they're tenured, have already been through multiple peer reviews (ARPT)
parity was a demand in last negotiation, it was ultimately withdrawn

Submitted by Emily Beall
VP, UFCT Local 1460