



# UPTF participates in Dr. Martin Luther King Jr. march and rally

By UPTF  
Communications Cmte.

Despite a bitter cold winter day, those participating in the fifth annual Martin Luther King Jr. march and rally in Detroit came out in the hundreds to honor Dr. King and carry on his legacy of fighting war and injustice. This year's theme: "Fighting the Shackles of War, Racism and Poverty."

The UPTF's contingent marched with our brand new placards (see picture).

At the opening rally participants were welcomed to the Central United Methodist Church by its pastor Rev. Ed Rowe.

Then participants heard keynote speaker Rev. Lucius Walker of the Inter-Religious Foundation for Community Organization (IFCO) and founder of Pastors for Peace. Walker described Dr. King's contributions, particularly his connecting the United States' economic war against poor and working people particularly people of color within this country and the war in Vietnam. Walker called on participants to carry on Dr. King's legacy by fighting back against political, social and economic injustice.



UPTF members and supporters participating in Detroit's fifth annual Dr. Martin Luther King Jr. march and rally Jan. 21, 2008. UPTF President Susan Titus, left; Aletia Droba, middle and UPTF Communications Chair Amanda Hiber, right.

Photo: Bryan G. Pfeifer

Detroit City Councilor JoAnn Watson introduced Walker and also brought on stage a delegation from Vietnam who expressed their solidarity with the day's events. She and Walker also recognized two students from Detroit, Chinere Knight and Ese Agari, studying at the Latin American Medical School in Cuba.

Throughout the opening rally many youth recited poems and sang, a 1967 interview with Dr. King was screened, speakers spoke on topics such as

Rev. Pinkney in Benton Harbor and much more.

The rally site was imbued with Dr. King's spirit as community members' artwork adorned the vestibule along with a large banner declaring "Michigan says no to war!"

Following the opening rally hundreds marched through downtown Detroit with placards and banners declaring "Fight racism!" and "Money for people's needs, not war!" Many labor, community and student organizations were repre-

sented including delegations from the Michigan Nurses Association and the UPTF as well as members of AFT, SEIU, the UAW and other unions. Dr. King was assassinated in Memphis while assisting striking sanitation workers attempting to organize an AFSCME local which was subsequently established.

Marchers returning to the church were treated to a meal and hot beverages while a second rally composed of cultural performers concluded the day.

The Detroit MLK Day Committee, a coalition of many progressive organizations including those representing organized and unorganized workers in South Eastern Michigan, sponsored

## **INSIDE:**

*Bargaining and Organizing Committee updates*

*Members speak*

*Paul Robeson tribute*

*And much more....*



*A Union of Professionals*



# Bargaining Committee Update

By Tom Anderson  
UPTF member and Chair,  
Bargaining Committee

Since the last newsletter, the UPTF bargaining committee has reached tentative agreements on seven new articles with the administration for a total of 10 thus far.

Articles agreed to include: Non-Discrimination, Academic Freedom, Special Conferences, Health and Safety, Employee Duties, Employee Rights, Discipline and Discharge, Conflict of Commitment, Duration and Printing of Agreement. We are also close to signing a couple of other articles and have discussed several more. Altogether it looks like the contract will have

about 26 or 27 articles. One article, Union Recognition (the formal recognition of who is in the bargaining unit and who is not), is quite complicated. We have discussed this one a couple of times and are getting a bit closer to language that everybody can accept. Still three others, Union Security, Union Rights and Information should fall into place once the Union Recognition article is signed.

At our last meeting we signed the articles on Employee Duties and Employee Rights. We also began discussions of 1) Posting and Hiring; 2) Seniority; and 3) Appointment, Promotions and Renewal. Thus, we are beginning to get to

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## Volunteer Tasks

- Classroom visits
  - Data Entry
- Literature distribution
- February membership meeting preparation
  - Phone Banking to members

## UPTF now in new office!

The UPTF is now officially in our new office at the Maccabees Building at 5057 Woodward Ave. , Suite 3303. We are sharing space on the third floor with our sister unions, the AAUP-AFT, which represents full-time faculty, and the GEOC-AFT, which represents graduate student employees. UAW Local 1979, the professional and administrative staff union at WSU, is also on the third floor.

See page seven for all of the updated office information. Stop by soon.



## New website Now live!

[www.uptf.org](http://www.uptf.org)

Log on

For the adjunct calculator, archives, the UPTF calendar, media coverage, frequent updates and more....





## Bargaining Update cont.

the core of the non-economic proposals that we had presented. This leaves us with about seven proposals not yet discussed at all. These include Salary, Benefits and proposals related to working conditions, e.g., Lay-off and Recall. The tougher bargaining sessions will soon begin.

So far the negotiations have gone smoothly. Mostly that has been a result of the way we have ordered the discussion of proposals: easiest ones first, then the not quite-so-easy, and so on. Every member of the UPTF needs to recognize that we are now getting to the critical part of the negotiations. Although what goes on at bargaining is vital, solid contracts are most often won by the membership's actions outside of the bargaining room.

The economy of the state of Michigan is not in the best shape, but administration claims of financial hardship are overstated. Professor Mike McIntyre, Chair of the Academic Senate Budget Committee, and former Chair of the AAUP Bargaining Committee, has uncovered a fund of several million dollars made up of unspent money designated for the building budget.

The administration, moreover, elected not to return the contingency fee collected from students last fall when it looked like the state allocation money would be reduced. In fact, the university received more in state revenue than it had budgeted.

Yet, unless we demonstrate to the administration that the general membership is paying attention to the negotiations and deeply cares about the outcome, we will not be able to achieve our salary and benefit goals.

How can we do this?

First, the organizing committee has resumed classroom visitations to adjuncts after the end of the class period, similar to what was done in the campaign to certify the union. Members visiting will have postcards with them that will be sent to the Board of Governors. Write in your name and address and the UPTF staff will then make sure that these cards are mailed to the BOG. Classroom visitors will also have UPTF buttons. Please wear one while you are teaching this semester. Members can also drop by the UPTF office and pick up

## Calling all UPTF members

### It's Bargaining Time!

Members are encouraged to attend bargaining at these times:

- Feb. 15 at 2:30 p.m. -
- Feb. 22 at 2:30 p.m. -
- Feb. 27 at 10 a.m. -

**Faculty and Administration**

**Building (FAB) at WSU**

**- 656 Reuther Mall -**



postcards, buttons and literature anytime. If staff is not in the office when you visit, there's a UPTF table outside of our office door.

Second, there is a general membership meeting February 29. We have reserved the Reuther Library Conference room for 3 p.m. Show up and bring a colleague.

Third, on our website ([www.uptf.org](http://www.uptf.org)) you will find a link to a PDF of our factsheet. Download and print it. Then, using the factsheet, take a few minutes just before or just after your scheduled class time to make your students aware of our first contract

campaign. Fourth, we can also use help in making phone calls and classroom visits.

Fifth, members are encouraged to attend bargaining for as short or as long as possible. Bring your grading!

Finally, mass actions are also on the agenda for later this term. Be prepared to participate and build for these activities. Δ

**Si Se Puede!**  
**(Yes, we can!)**



Black History Month

Honoring Paul Robeson

## ‘Faith and confidence in working people...’

Labor historian Fred Hirsch in his talk “Paul Robeson and Labor,” at the AME-Zion Church in San Jose, California, March 12, 1999, focused on Robeson’s towering contributions to working people internationally with special emphasis on Detroit. Hirsch declared:

“In 1941 the UAW faced a tight situation at Ford in Detroit. White workers had called a wildcat strike in the middle of a do-or-die organizing drive. Loss of the campaign could have halted progress in the auto industry. The Company had lured African-American workers from the South with the best wages they had ever known, thus buying a certain loyalty. When the strike broke out, Black and white workers were divided. Black workers went to the roof of the Rouge plant and threw objects at the picketline. Robeson worked tirelessly, singing, speaking and going one-on-one at the plant gate picket line. Black and white together, the workers won their union and the union won the industry.”

Throughout Hirsch’s talk he detailed Robeson’s contributions over many decades to unions the world over including the Welsh Miners, the Scottish miners, Australian construction workers, United Public Workers of America, United Electrical Workers, United Auto Workers, the National Maritime Union, International Longshore & Warehouse Union, State, County & Municipal Employees, Fur and Leather Workers, Shipsalers and Painters, Marine Cooks and Stewards, Food and Tobacco Workers, United Steel Workers, Mine, Mill and Smelter Workers, Transport Workers, National Trade Union Congress, National Labor Council for Negro Rights, Packinghouse Workers, and his own basic union, Actors Equity.

In honor of Black History Month, some of Robeson’s words on labor and related topics are reprinted here.



"I have always put my faith and confidence in the working people in all countries and of all colors. I truly believe that they constitute the greatest force in the world for the advancement of all people..."

It seemed strange to some that having attained some status and acclaim as an artist, I should devote so much time and energy to the problems and struggles of working men and women. To me, of course, it is not strange at all. I have simply tried never to forget the soil from which I spring...I've learned that my people are not the only ones oppressed...

"...Whether people weave, build, pick cotton, or dig in the mine, they understand each other in the common language of work, suffering and protest... The problem of the Negro people is generally a problem of working people. Their future lies with labor. They must work side by side with labor."

- To the UAW-CIO convention, 1947 -



Black History Month

Honoring Paul Robeson

## ‘Melodies of freedom...’

When Tangen, a white man in the ILWU who had led fights against racism, said: "I understand the problem, why can't I lead?" Robeson told him, "You're not Black, that's why."

At the National Maritime Union Convention in 1941 Robeson spoke out, demanding, "complete rights for labor, for complete equality for the colored people of this country and for a right to a better life for every worker in this land of ours."

"I shall take my voice wherever there are those who want to hear the melody of freedom or the words that might inspire hope and courage in the face of despair and fear."

- Peekskill, New York 1949 -

"If fighting for the Negro people and their trade union brothers, if that makes me the subversive that they're talking about in Congress, if that makes me a Red, then so be it!" North Carolina is the "state where my people were born and reared, where my father was a slave, where my cousins are tobacco workers... We must dedicate ourselves to the struggle... to see that this will be a bounteous, peaceful world in which all people can walk in full human dignity."

- To the tobacco workers, Winston-Salem, 1949 -



### Celebrating Paul Robeson:

### “Athlete, Artist and Activist for Justice and World Peace”

**Paul Robeson Exhibition:** January 19 to April 12, 2008

Swords Into Plowshares Peace Center and Gallery, 33 E. Adams, Detroit, MI / **313-963-7575**

**Paul Robeson Retrospective Film Series:** 1515 Broadway, Detroit, MI

Saturday, Jan. 26 / Friday, February 29 / Saturday, March 22 / All shows 7 p.m. / Tickets \$10

**Paul Robeson Remembrance Day:** Saturday, March 29 from 1-4 p.m. at the Plowshares Peace Center

**Paul Robeson Tribute Concert:** Saturday, April 12, 2008, 8 p.m. Central United Methodist Church, Detroit, MI



## Organizing Committee Update

Since the winter semester began in January, the UPTF Organizing Committee has been busy relocating the union office, visiting members, as well as forging ties with other labor, campus and community organizations.

In early January, the UPTF began moving its operations from our original office on W. Hancock to the 3<sup>rd</sup> floor of the Macca B e e s B u i l d i n g (previously the Schools Center Building) at 5057 Woodward. The UPTF shares Suite 3303 with the GEOC (Graduate Employees Organizing Committee), next door to the AAUP offices. The office has been completely set up and fully functioning since early February, with much appreciated help from both the GEOC and AAUP (special thanks to AAUP Office Manager Diisa Hejka).

Members are encouraged to stop by and take a look at the office. Even when the office is closed, there is a table just outside with materials about the UPTF that members are welcome to take.

The first membership meetings of the semester were held at the Walter P. Reuther Library on both January 15 and 16, in order to accommodate members' busy schedules. Members in attendance were updated on the progress of bargaining negotiations, media coverage, and upcoming union events. The next membership meeting is scheduled for February 29 from 3-4:30 pm at the Reuther Library.

On Monday, January 21, UPTF members participated in the Rev. Dr. Martin Luther King, Jr. Day Rally and March with our brand-new placards (see article and photo on Page 1).

At the January 30 Board of Governors meeting, the UPTF delivered a presentation, introducing ourselves and the concerns of part-time faculty at Wayne State. UPTF member and Communications Chair Amanda Hiber told the Board, "WSU pays adjuncts no benefits, does not permit adjunct participation in the retirement program, and, while it has at least 15 different salary levels for adjuncts, our survey indicates that half of adjuncts



are lumped in the lowest four levels, earning less than \$700 per credit hour." She finished her presentation by asserting, "We are a valuable resource for the university and all of us feel that it is time that the university administration recognizes that and treats us accordingly." The UPTF's presentation was followed by the Students for a Democratic Society (SDS), who called on the Board to implement a three-year tuition freeze. UPTF members and allies at the BOG meeting wore union buttons and brought placards as a show of union support.

This semester has already seen a flurry of media coverage for the UPTF. An article in the January 30 *South End* covered the UPTF's contract campaign and negotiations with the

university. On February 8, the *Workers Independent News Service (WINS)* aired an interview with Communications Chair Amanda Hiber. And the January 2008 edition of the AAUP-AFT newsletter, *Newsbriefs*, featured an article by Bargaining Chair Tom Anderson. Links to all current and ongoing media coverage are or will be available on the UPTF website.

Finally, the UPTF Organizing Committee is gearing up for another round of classroom visits to members. Committee members will be talking to members one-on-one about the progress of bargaining and mobilizing activities as bargaining heats up. If you would like to help with the classroom visits, please call our office. Otherwise, look for us—we should be stopping by your classroom in the near future!

### WHO ARE WE?

We are the part-time or "adjunct" faculty who work at Wayne State University. There are about 900 of us, teaching in all of the departments and colleges, on the main campus and at the extensions. Some of us have taught every term for 35 years, some of us are in our first semester of teaching. Some of us have full-time jobs elsewhere and teach only one course; others are trying to patch together a living teaching at WSU and at two or three other colleges. Some of us are working on our advanced degrees while we teach.

Last spring we voted in our union and are now fighting for our first contract. Many members are working on the Communications, Bargaining and Organizing Committees. The union is only as strong as its active membership. If you're a UPTF member and would like to get involved call, email or stop by the UPTF office. Δ



## UPTF Political Action Committee

### **Say NO to "right-to-work" in Michigan!**

#### **How will Michigan Workers be Impacted by Michigan becoming a "Right-to-Work" state?**

- ✓Michigan workers are paid an average of \$7,601 a year more than workers in states that have attacked paychecks with "Right-to-Work" laws.
- ✓They will be less likely to have health care coverage. Once again, according to the Bureau of Labor Statistics (BLS), 89 percent of union workers in private industry had health insurance compared with only 67 percent of nonunion workers. Union workers also are more likely to have retirement and short-term disability benefits.
- ✓They will be less likely to have a pension. 70 percent of union workers are covered by a defined benefit pension plan versus only 16 percent of non union workers.
- ✓They will also be more likely to get killed on the job. According to the BLS, the rate of workplace deaths is 51 percent higher in states with right to work, where unions can't speak up on behalf of workers. Δ

For more information:

#### **Send the following letter to your legislator**

I am writing today to oppose H.B. 4454-4455 and S.B. 607-608. We do not need to turn Michigan into a Right-to-Work state.

Michigan doesn't need Right-to-Work. No one in the public sector is compelled to join a union, but because they receive the benefits of a union contract - wages, benefits and due process - they may be required to pay an Agency Fee to cover those costs. They get the benefit, they should pay the cost. It is only fair.

Unions have been, and continue to be important to Michigan. They are not the cause of the current economic situation or manufacturing crisis. Good wages and benefits help our economy, not hurt.

Unions like mine, AFT Michigan, spend time and resources researching best practices in education and providing professional development so that we can be a partner in improving education for all students.

We don't need Right-to-Work in Michigan. Δ

To send this letter electronically go to:  
<http://www.unionvoice.org/campaign/stopRTW>

## **A union equals power**

*The principle of a union is simple: we can accomplish more if we work as a group than we can as isolated individuals.*

*As an officially recognized union, we have the legal right to negotiate salary, job security, health insurance, and other working conditions with the university administration. This means that we discuss these things with the administration until both sides agree on changes. The agreements we reach become part of a binding contract that cannot be changed unilaterally.*

*We are now beginning to bargain our first contract with the WSU administration. There are many opportunities to get involved in various committees. Call (313-832-7902), Email ([uptf@aftmichigan.org](mailto:uptf@aftmichigan.org)), or stop by the UPTF office for more information.*

*The union is us.*

Δ

### **Union of Part-Time Faculty / AFT, AFL-CIO**

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An injury to one is an injury to all!

[www.aftmichigan.org](http://www.aftmichigan.org)

# **Membership Meeting**

**Friday, February 29 2008**

**3-4:30 p.m.**

**Walter P. Reuther Library at WSU  
5401 Cass Avenue, Detroit**

**Bargaining, Communication and Organizing Committee Updates  
Mobilizing activities for the winter term**

*- Beverages provided -*