



# Union of Part-Time Faculty at Wayne State University

UPTF Local 477  
AFT / AFL-CIO

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## UPTF working to enforce new contract

By Amanda Hiber  
Comms. Comm. Chair

Since the UPTF's contract went into effect on July 16, 2008, the union has been busy ensuring the contract is being implemented by all departments, and responding to member questions about the contract. Many questions concern new rates of pay for part-time faculty and PTF 1, 2, and 3 seniority levels.

If you have contract questions, contact the office and/or refer to the full contract on the UPTF website. Once the administration has completed printing copies of the contract, members will be notified that they are available on the table outside the UPTF office.

Grievances for contract violations have already been filed with the administration. If you think that your department or school may have violated the UPTF contract, be sure to contact the office.

The Union Council has also been working this semester on collecting data on which departments

are *not* reimbursing part-time faculty for parking, and making sure that they do so. While parking reimbursement is not explicitly written into the UPTF contract, it is a Wayne State presidential policy:

**01-3 Part-Time Faculty §5.3** *"The appointing school/college or equivalent unit shall provide each part-time faculty with a parking card, paid for by the unit, that includes parking for a number of days that approximates the number of days of classroom teaching, examination administration, and any other mandatory duties that correspond to the responsibilities set forth in the letter of appointment. This provision does not apply to part-time faculty members whose sole duties and responsibilities are fulfilled at University extension centers or other off-campus locations."*

Reports to the UPTF suggest that most departments and schools have been reimbursing part-time faculty for parking during class time; however, it has come to our attention that, thus far, at least three departments/

schools this semester are not in compliance. Efforts to ensure that these departments/schools begin complying with this presidential policy are ongoing. If you teach on the main WSU campus and are not being reimbursed for parking by your department or school, please call the UPTF office.

On October 17, many part-time faculty attended the first membership meeting since the UPTF contract went into effect. Members in attendance met fellow part-time faculty members, signed nominating petitions for union officer candidates, and inquired about and discussed the new contract. Members also voted unanimously to continue the current UPTF dues rate and agency fees rate (1.85% and 1.65%, respectively) as well as to approve revisions to the union's constitution that were recommended by the Union Council (see article on page 2).

Recruiting stewards for the UPTF Stewards Council remains an ongoing task for the UPTF. So far, members from five different departments and

schools have volunteered to serve as union stewards. Of course, there are many more departments at Wayne State, so more steward volunteers are needed to make sure all of them are represented.

For information on what is involved in begin a union steward, see the attached "Union Steward FAQs" brochure, which is also available on the UPTF website. If you are interested in being a steward, contact the UPTF office.

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## UPTF Officer Elections

*Members will vote online Dec. 15-19*

The first term for UPTF officers is coming to a close and it is time for new officer elections. Members will be able to vote for UPTF President, Vice President, Secretary and Treasurer at the UPTF website from Monday, December 15 at 9 a.m. to Friday, December 19 at 5 p.m. The new term for these offices will begin in the Winter 2009 semester.

So far, there is one candidate running for each office. Both President Susan Titus and Treasurer Nancy Shattuck are running for second terms. Two members of the Union Council who have not previously held UPTF offices, Thomas

Anderson and Amanda Hiber, are running for Vice President and Secretary, respectively. Brief biographies of all four current candidates are below.

### **Susan Titus: President**

Susan has taught in the College of Social Work at WSU since 2003. Susan has been an active member of the Organizing Committee/Union Council since May 2006 participating in the membership card drive and the union's election. Susan has been President of the UPTF since Fall 2007.

### **Thomas Anderson: Vice President**

Tom has a degree in medieval history from WSU and has taught at WSU since 1981, as a GTA, a lecturer and an adjunct. He became active in the UPTF in August of 2007. Tom was the UPTF's lead negotiator for its first contract.

### **Nancy Shattuck: Treasurer**

Nancy joined the Organizing Committee for the UPTF in September of 2004. An applicant for a Ph.D. in English, she has taught composition for four years. Nancy was also a member of the Bargaining

Committee. Nancy has served as Treasurer of the UPTF since Fall 2007.

### **Amanda Hiber: Secretary**

Amanda has been a part-time instructor in the English department at Wayne State since 2003. She has been a member of the Organizing Committee/Union Council since the fall of 2005. Amanda has served as Chair of the UPTF Communications Committee since Fall 2007.

If you would like to add your name as a candidate for one of these positions, please contact the union office.

## UPTF Constitutional Revisions

*Members at Oct. 17 meeting vote unanimously to adopt changes*

After the UPTF Union Council recommended several changes to the union's constitution, with the intention of enhancing the efficiency and democracy of the union's operations, the revised constitution was approved by a unanimous vote at the membership meeting on October 17.

Among the more significant changes are those to Article III: Membership, which stipulates that "Retired members and those

no longer employed can continue as 'associate members' by paying a fee of \$5.00 for each of the fall and winter semester." This change will allow former members who, for example, take a semester off from teaching, to vote on union matters.

Article IV: Organizational Structure has been changed to require *two* membership meetings per year, instead of just one. The Union Council feels it is necessary to hold at least one

membership meeting in each of the fall and winter semesters.

Article IX: Budget Process has added a section that requires that "the Union Council submit the Annual Budget including the proposed dues policy to the Winter Membership Meeting."

The revised UPTF Constitution also includes changes to Article V: Union Council, Article VI: Standing

Committees; Article VII: Stewards; Article VII: (formerly) Annual Membership Convention; Article X: Election of Officers; Article XI: Duties of Officers; and Article XVI: Amendments to the Constitution. Members can see all of the revisions made to the UPTF constitution by going to the UPTF website: [www.uptf.org](http://www.uptf.org), and clicking on "Union Documents," and then choosing "Constitution."



## UPTF Benefits Committee

*Committee will make recommendation to Provost within a year*

By UPTF Comms. Comm.

When the UPTF Bargaining Committee began its negotiations with Wayne State administrators in November of 2007, among its goals was to achieve benefits for part-time faculty members. Such benefits, including health insurance for those who need it, retirement benefits, and tuition reimbursement, are currently enjoyed by all other faculty and full-time staff at Wayne State.

While the UPTF's first contract, effective July 16,

2008, does not explicitly include a benefits package, it stipulates that a benefits committee, made up of representatives of both the UPTF and the administration, be formed. This committee is charged with meeting to discuss benefits for part-time faculty at Wayne State and making a recommendation to Provost Nancy Barrett within a year.

The UPTF's representatives on the committee are Thomas Anderson of the History Department, who also chaired the UPTF bar-

gaining committee; Rayfield Waller of Africana Studies; Susan Titus of Social Work, who is also UPTF's President; and Amanda Hiber of English.

The university administration is represented by Dean Paula Wood of the School of Education, who is chairing the Benefits Committee; Brent Green of Human Resources; Robert Kohrman of the Office of Budget, Planning, and Analysis; and Stephen Calkins, Associate Vice President for Academic Person-

nel. The Benefits Committee met for the first time on November 7, 2008. It will meet several more times before it makes its recommendation to the Provost.

The UPTF Union Council remains committed to our original goal of attaining health insurance, retirement benefits, and tuition reimbursement—those benefits that members indicated in a fall 2007 survey that they wanted—for part-time faculty at Wayne State.

## AFT Benefits

*UPTF members are eligible*

Because the UPTF is affiliated with the AFT (American Federation of Teachers), UPTF members are eligible for the many member benefits offered by the AFT, including discounted insurance rates. For instance, the AFT offers a Limited Supplemental Medical Plan for \$62.35 per month for individual members. This plan has no deductibles and no preexisting condition limitations.

Other AFT benefits include:

- Discounted life insurance, long-term care insurance, car insurance, home insurance, and renters' insurance;
- Free 30-minute legal consultations;
- Free credit counseling;
- Health club discounts;
- Discounts on theme park admissions, car rental, and hotel rates

To find out about all of the AFT benefits that you are entitled to, pick up an AFT Member Benefits booklet outside the UPTF office on the 3<sup>rd</sup> floor of 5057 Woodward (the Macabees building) or go to: [www.aftbenefits.org](http://www.aftbenefits.org).

*The union is you!*

### Union of Part-Time Faculty Local 477

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An injury to one is an injury to all!

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

## Notice to Members:

Starting in the Winter 2009 semester, UPTF Newsletters will be sent to all members in an **electronic format** to members' e-mail addresses, as well as continuing to be posted on the UPTF website. This change is intended to cut down on union operating costs.

If any members would prefer to continue receiving print newsletters, please call the union office.