



For UPTF-AFT members....

Things Worth Knowing

At Wayne State University, the Union of Part-Time Faculty-American Federation of Teachers Local 477 (UPTF-AFT) negotiates the collective bargaining agreement that safeguards due process, regulates salaries and working conditions, prevents discrimination, and protects academic freedom for part-time faculty.

Our contract is from July 16, 2008 – July 15, 2012.

If you have any questions contact your steward and/or the union office or refer to the union contract online. Contact information is below.

Parking

WSU presidential policy states that part-time faculty will have parking paid for on the days we teach on the main campus. Funds should be deposited on your One Card. Contact your departmental representative to ensure you are compensated.

Compensation

The UPTF salary schedule, which includes minimum salaries, is under Appendix B on page 31 in the contract. In fall 2009 a 2.5 percent wage increase takes effect.

Professional Development Funds

UPTF members are eligible for up to \$700 toward registration fee, hotel expense necessary to attend a conference, and/or plane or train fare every other academic year to attend professional conferences. See www.uptf.org for information about the application process.

Appointment and Reappointment

Clauses governing this language are under Article XIV from pages 12-17 in the contract.

Nondiscrimination

Article III on pages 3-4 of the contract outlines the nondiscrimination clause.

An Injury To One Is An Injury To All!

UNION OF PART-TIME FACULTY (UPTF) Local 477 at Wayne State University

AFT / AFL-CIO



Weingarten Rights

If you are called to a meeting with management that you suspect will be disciplinary in nature you have the right to request union representation under the U.S. Supreme Court ruling, Weingarten Rights. If in a meeting with management you are questioned to obtain information and you have reasonable apprehension that your answers could be used as a basis for discipline or other adverse action, it is your responsibility to ask to reschedule the meeting or resume when your union representative is present. If you choose to remain you may refuse to answer.

Grievance Procedure

A grievance can be filed when a department or school violates the contract. The entire grievance procedure is governed by Article XX in the contract, pages 20-24.

Stewards

A steward is a UPTF member who represents his/her individual department or school on our union's steward's council. Stewards serve as the collective voice of UPTF members in their departments and schools to the Union Council, ensuring that each department's/school's unique issues are addressed and promoting union democracy. Most important, stewards ensure that the union contract is being adhered to by their department or school. Stewards contribute to a higher quality of education for students at WSU. Call or email the union office if you or someone you know is interested in becoming a steward.

Dues Allocation and Membership Forms

At the time you sign your letter of offer your department is required to give you a dues allocation and membership form. You can fill these out immediately and return BOTH FORMS to your department or you can send them directly to the union. These forms only need to be signed and submitted once.

AFT Benefits

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. 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 3rd floor of 5057 Woodward (the Maccabees Building), or go to: www.aftbenefits.org.

The UPTF is also currently awaiting the WSU provost's decision regarding the union-administration Benefits Committee proposal which includes various health, dental retirement, and tuition assistance benefits for members. This proposal was submitted to the administration in July 2009. See the UPTF August 2009 newsletter for more detailed information; access the newsletter at: www.uptf.org.

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