

# NTFC

# NEWS AND NOTES

ISSUE NO. 2

Representing non-tenure-track faculty at the University of Illinois in Urbana-Champaign

MARCH 2017

## CONTACT

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[local6546.org](http://local6546.org)

### Office Hours Spring 2017

M 1-3  
T 10-12  
W 9-11; 2-4  
R 3:30-5:30

Questions? Dennis Dullea, Communications, [ntfc6546@gmail.com](mailto:ntfc6546@gmail.com)

## IMPORTANT DATES

10 Apr	Nominations for elected officers closes
31 Mar	Nominations for Stewards closes
3-7 Apr	Stewards Elections (online ballot)
17-21 Apr	Officer Elections (vote at NTFC office or online)

## NOMINATE A STEWARD IN YOUR COLLEGE

We need nominees for the election of stewards to represent union members in each college on the UIUC campus. Nominations are open from now until March 31.

If you wish to nominate yourself as a steward or to nominate someone else from your college, all you need to do is send the nominee's name to [ntfc6546@gmail.com](mailto:ntfc6546@gmail.com). Please write "Steward Nomination" and include the name of your college in the subject line.

Once nominations close, we will hold online voting from April 3 - April 7. Elected stewards will be notified by email, and the results will be published on the NTFC website and via email to all members.

Only card-signed members of NTFC may vote in these elections or serve as stewards.

This is NTFC's first election for stewards. Once elected, the stewards will convene their first meeting on April 14.

## WHAT IS THE STEWARDS COUNCIL?

The Stewards Council is the legislative body of the union. All major policy decisions, from union activities to budget approval, must be voted on by the Council. According to Dennis Dullea, current chair of the Provisional Stewards Council, "When we wrote our Constitution, we intentionally designed it to create a bottom-up rather than a top-down government. We wanted to make sure that the strength of our union, its energy and drive, would come from the members themselves rather than just from those few who hold elected office."

Members will be able to go to their stewards with their ideas or with any work-related problems they may have. And stewards will be the first point of contact for members who may wish to file a grievance. For this reason, we encourage everyone to nominate those faculty members who would best represent their interests (and from their own departments when possible).

Each college on the UIUC campus should elect one steward for every ten members within that college. A college with fewer than ten members is entitled to elect at least one steward.

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## PRESIDENT'S CORNER

### GENERAL MEMBERSHIP MEETING RESULTS

NTFC Local #6546 held its Spring General Membership Meeting on February 23. These meetings are a valuable way to ensure that the union stays responsive to its membership and that we have our eye on upcoming issues that affect our members..

At this meeting, we voted overwhelmingly to approve an amendment clarifying language in our Constitution. And we opened the nomination period for officer elections.

We also reviewed how our current contract is being implemented. A number of the provisions of our collective bargaining agreement are of particular importance this Spring. All non-visiting, non-funding-contingent NTTs in the bargaining unit are eligible for the March campus salary program. In addition, offer letters should come earlier this year; the new first deadline for such letters is May 1. Also, those being reappointed going into their sixth year should be offered the new, long-term contract type. And there will be a new salary floor in the Fall, set at \$43,000.

We also devoted a major portion of the meeting to an issue raised by one of our members: When and how we should endorse political candidates, political or social platforms, and/or ally ourselves with other groups whose politics might only partially align with ours? We had a robust discussion, taking input from the members who attended. While we did not intend to settle these issues in only one meeting, our Stewards Council now has some guidance about how best to proceed, and will return to the membership in the future with a framework about how we might make such decisions.



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## SALARY PROGRAM UPDATE

### MERIT PAY INCREASE

Everyone should see a pay increase in their March paycheck from the Mid-Year Salary Program announced by President Killeen on December 22, 2016. In accordance with our union's Collective Bargaining Agreement, everyone represented by NTFC is automatically eligible for any campus salary program under the guidelines of those programs.

### HOW IT WORKS

The Salary Program allocates 2% of the salaries of eligible employees to a merit pool. That 2% pool is then distributed to individual colleges, departments, and units, who then decide how their portion of the pool will be distributed to eligible employees. Since the funds are in a pool, individual employees will receive varying increases depending on the rules of their departments. In the past, eligible employees have received pay increases ranging from .5% to approximately 7%.

### WHAT TO DO

Check to see if your paystub for March reflects a pay increase. If it does not, we recommend that you not only talk to your Unit Executive Officer, but also let your NTFC Grievance Committee know. We can work together to determine if you were mistakenly excluded. And we can take both informal and formal steps to help resolve any discrepancies.

#### SUGGESTIONS?

What would you like us to talk about in this newsletter?

Email your questions and suggestions to [ntfc6546@gmail.com](mailto:ntfc6546@gmail.com)

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## SOLIDARITY REPORT

- Congratulations to SEIU Food Service Workers and Building Service Workers, who ratified a new contract at UIUC with guaranteed raises for three years! GEO and AFSCME will be the next to bargain with the university.
- The 4th District Appellate Court granted AFSCME Council 31's request to put on hold the state labor board's impasse decision in contract negotiations between Governor Bruce Rauner and state workers. For now, Governor Rauner cannot impose his 100% increase in employee costs for health care (which would affect NTFC members as well!). The union has authorized a strike and Rauner has advertised for strikebreakers.
- The Champaign County Nursing Home is at risk of being sold off, which would eliminate an important public facility as well as good union jobs. Two referenda will appear on the April ballot: one to fund the continued operation of the nursing home, and one to dispose of it.
- A new undergraduate labor organization, Students and Youth for a New America, has started a chapter on campus and reached out to NTFC and other unions to offer their solidarity. This means we will now have an undergraduate presence at the Campus Labor Council meetings. They recently held a free laundry services event at Champaign Maytag Coin Laundry to meet workers in the community.
- The UIUC Black United Front calls on the university to enroll 1000 Black students in each incoming class by the Fall of 2020.
- UIUC's School of Labor and Employment Relations is holding two free labor education events in April. "Exploited: How Nabisco Moved Labor to Mexico and Left Americans Behind" is on April 3 at 6:30 PM in 114 David Kinley Hall, and "Work, Well-being, and the Middle Class in Illinois" will be on April 20 from 12:00-2:00 PM in Illini Union Room 209.
- The University of Illinois Springfield United Faculty (UISUF) staged a silent protest during the March 15 Board of Trustee's meeting at the Illini Union. NTFC stood in solidarity, as did SEIU, GEO, & UICUF. This action brought together unionized faculty from all three campuses in the University of Illinois system in support of the UIS faculty union, who face many of the same bargaining challenges that we saw during our negotiations. NTFC stands ready to give UISUF any continued support they might need.



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## VOLUNTEERS NEEDED FOR BARGAINING COMMITTEE

By this time next year, NTFC will have the option to demand a new deal on wages. Two years from now, our current Collective Bargaining Agreement will be running out, and we must have new proposals ready if we are to go back into negotiations. Now is the time for making big decisions about the future of our union protections and benefits.

The role of the Bargaining Research Committee is to identify priorities, research options, and draft proposals to be presented during negotiations with the administration.

- Do you like to work behind the scenes?
- Do you like to hunt down data and craft solutions?
- Do you want to make sure your interests are proposed the right way?

We're recruiting now for researchers and a new Research Chair. You can work on a single subject of interest to you, or more!

To express interest, email [ntfc6546@gmail.com](mailto:ntfc6546@gmail.com) or the current Research Chair, Kay Emmert, at [ake153@hotmail.com](mailto:ake153@hotmail.com).

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## MEMBER PROFILE

### CINDY WACHTER, LECTURER



Cindy Wachter has taught in the Department of Recreation, Sport and Tourism since 2001. She prepares students to work within the leisure industry, ultimately enhancing quality of life for individuals and communities.

#### WHAT IS AN IMPORTANT UNION EXPERIENCE?

I think the union's most important work is done by the Bargaining Research Committee. I helped develop the BRC Report on Visiting Faculty. This report details the challenges faced by faculty with a visiting title, the inconsistent policies across campus concerning these titles, and recommendations for addressing these challenges.

#### WHY DID YOU JOIN THE UNION?

As a non-tenure faculty member with a "visiting" modifier for 15 years, my role in the department and job security have often been tenuous. The union has provided me with colleagues that share a passion for teaching and have a deep understanding of the impact of our working conditions on the quality of our lives and on the quality of our teaching. The union provides the vision and the tools to enhance the learning and working environment, not just for our unit members, but also for our entire learning community.

#### WHAT SHOULD THE UNION DO NEXT?

I'd like to see more members join us in creating a working and learning environment that shows respect for the work that faculty does and that honors all the members of our community.

#### T-Shirt Design Contest!

April 30, 2016 marked the end of an intense strike for the Non-Tenure Faculty Coalition and our first Collective Bargaining Agreement. To commemorate this important anniversary, NTFC is inviting submissions for an imaginative new T-shirt design. All members are invited to submit.

#### Call for Entries

To submit a T-Shirt artwork design, email JPEGs of your design along with your name and department to [ntfc6546@gmail.com](mailto:ntfc6546@gmail.com).

Submission deadline is April 6. The winner of the NTFC T-shirt Design Contest will be picked by the Stewards Council through an anonymous selection process.

Submit your designs today!

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