

NTFC

NEWS AND NOTES

ISSUE NO. 1:3

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

APRIL 2017

CONTACT

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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

IMPORTANT DATES

Apr 17-21.....Officers Elections - REMEMBER TO VOTE
Apr 27.....UPI Teach Out for Illinois Higher Education, Springfield
May 01.....Departments must notify members about appointments
May 04.....Work-in at Illini Union during Reading Day
May 05.....Anniversary Party Potluck at Quality Tavern

FIRST ANNIVERSARY OF OUR CBA

By Kay Emmert

This time last year, NTFC was in the middle of our first ever strike. This came at the end of 18 months of unsuccessful bargaining with much stonewalling, stalling, and unsubstantial offers from the administration. Everything we could have done to move negotiations forward had been tried. There was no other choice—accept nothing, or strike. So we went on strike.

And we won. As union members, as faculty, as warriors for a better future for ourselves and our students, we came together. But we weren't alone. A great outpouring of support came from all over Illinois. Local businesses donated meals for strikers on the picket lines. Media outlets wrote continuously of our struggle, our guts, and our goals for putting education first. Our sister unions at UIC and UIS, GEO, SEIU, AFSCME, and CFT all came out in force to help bolster our picket lines and our spirits. We found friends among our colleagues and garnered strength from our students who joined our long marches around the quad, lending either their voices or their drumbeats to a common need for progress.

The final weeks of the April 2016 Spring semester were filled with doubt, fear, and ethical conflicts. But mostly they represented hope and power. No one had thought that we, a brand new union of non-tenure-track faculty, had so much strength.

But on April 29, 2016, as the last of the strikers were joined by an exhausted negotiating team, we raised our voices not in protest but in triumph. More progress was made at the bargaining table in one week than in 18 months. We ended our second strike early and returned to our students, one remarkable first Collective Bargaining Agreement richer.

What we accomplished together just one short year ago is rarely heard of in the labor world. We now know that collectively, we can create real change for ourselves, our families, our students, and for the future of our university. More work is coming, there will always be a next battle.

For now, we celebrate! Join us on Friday May 5 for our One-Year Anniversary Celebration of the completion of a successful strike and the signing of our first Collective Bargaining Agreement. Come out for potluck and camaraderie at the Quality Bar, 110 N. Neil St., Champaign.



Lead negotiators Kay Emmert and Leslie Arvan jointly sign the CBA, April 29, 2016.



NEGOTIATIONS

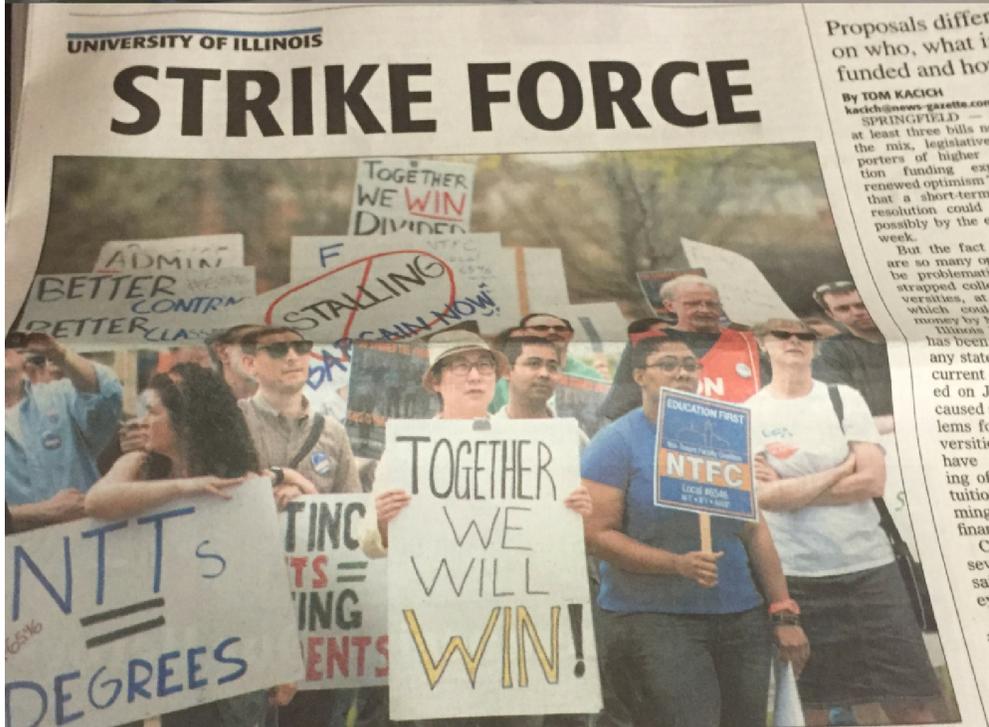
October 3, 2014 - ~~X~~

- May 5, 2016



NTFC LOCAL #6546

University of Illinois



STEWARDS NEWS

NTFC ANNOUNCES FORMATION OF STEWARDS COUNCIL



From April 3rd to April 7th, NTFC held elections for stewards to represent union members in each college. The new stewards are:

Stewards by College

Applied Health Sciences • David Cooler	Education • Michele Crockett
Liberal Arts & Sciences • Dennis Dullea • Mike Odom • John Rubins • Dan Kelly • Dan Steward • Ken Chapman • David Kell • Theo Malekin • Susan Liepert	Engineering • Juan Alvarez Independent Colleges & Units • Dave Dubin • Stephanie Fortado • Stephen Ashby

We congratulate our new stewards and express pride in these members who were willing to step forward to represent the interests of their colleagues.

You are invited to submit agenda topics

The Stewards Council will meet again on April 28th. They will discuss any member suggestions at that time.

If you wish to submit a topic for the Stewards Council meetings, email to ntfc6546@gmail.com, or speak directly to a Steward in your department.

FROM THE CHIEF STEWARD

The formation of a Stewards Council marks a major shift in the way our union will operate. We now have a legislative body that will represent the will of the membership, as well as an organizing body that will keep members informed of issues that may come up and call on members to be there when we need to show the administration a united front.

We have made a good start with the election of our new stewards, but the Council is not up to full strength yet, and some members still lack representation. Other colleges could use more stewards to represent them. Some other colleges have none to represent their members' interests.

While elections are over until next year, Steward Council by-laws allow for the appointment of interim stewards to serve between elections. If you wish to join the Council and be a voice for the union members in your college, you can simply contact me at dennis.dullea@gmail.com.

The new Stewards Council sets the stage for a stronger, more responsive union. The union is not some entity outside of ourselves. It is us, working together. To modify one of our old strike chants, our union works because we do. A fully representative Stewards Council will provide a structure and a process whereby all of our ideas can be considered and debated, and where our collective voice can be heard clearly by those who need to hear it.

Please consider becoming a steward, especially if your college currently has no representation. If we wish to be listened to, we need to have all of our voices heard.

In Solidarity,
Dennis Dullea
Chief Steward, NTFC Local #6546

REMEMBER TO VOTE!

OFFICERS ELECTION

POLLS CLOSE APRIL 21

PRESIDENT'S CORNER

As we wrap up another academic year, it's a good time to reflect on how far NTFC has come as a union. A year ago, we had to strike to settle a collective bargaining agreement (CBA) that included protections for our top priorities. Two years ago, we were in the middle of bargaining and working to strengthen the union by organizing and connecting our members across campus, as we realized how difficult bargaining was going to be. And just three years ago, we submitted cards signed by a majority of those in the bargaining unit, which were certified by the Illinois Educational Labor Relations Board (IELRB) in July 2014. We've come far in the past three years.

This year, many of the provisions of our CBA went into effect, which hopefully helps to stabilize the work lives of full-time NTTs. Other provisions will be in place soon, including better notice of reappointment/non-reappointment, increases to the salary floor, and a longer-term contract type for those reappointed into their sixth year of employment. Though our first CBA couldn't cover all the outstanding issues facing NTTs, it provides a bedrock on which we can build.

In addition, our CBA establishes some systems that we can now rely on for the union to function. Some of these, including labor-management meetings with the administration and dues deductions, have regularized our life as a union. We now have a more consistent way to engage with the administration about our concerns between bargaining cycles. And we have a monthly budget to pay our dues to our affiliates (IFT, AFT, and AAUP), as well as to run the union.

Much of our energy this year has been spent on developing the processes that will guide our union. While we ratified our Constitution in 2014, it took us some time to establish our internal bodies. I'm happy to announce that as of this month, our elected Stewards Council—the body that most directly represents the NTFC membership—is in place.

Along with the Executive Council, the Stewards Council will run the union, ensuring that member interests guide our actions. Our other committees, including Organizing, Grievance, Solidarity, Personnel, and Elections, will stay in place, but the formation of the Stewards Council means that



our union is now operating the way we intended when we started.

This month, we will also hold officer and committee chair elections, which, in combination with term limits for these positions, means that some familiar faces will be taking new positions or leaving the Executive Council. New officers will take over in May, which will be the end of my time as President. As you'll see when you vote, we have some exceptional candidates for our open officer positions. And our transition process allows for some overlap to ensure continuity and turnover of materials and advice about how to proceed.

I want to thank my fellow officers for the last few years of support and you, the membership, for making NTFC what it truly is, a union.

In solidarity,
Shawn Gilmore
President, NTFC Local #6546

LABOR 101

WHAT IS A CBA?

A Collective Bargaining Agreement (or CBA), is a legally binding document that sets minimum protections and rights for any employee represented by his or her particular union. These minimum protections cannot be ignored, but they can be exceeded if an employer wishes.

The meaning of the name is fairly straightforward: by forming a union, we have come together to collectively bargain for the good of all. Therefore, the CBA, and its protections—the most central being an impartial grievance process—can only be obtained via the creation of a union.

A Collective Bargaining Agreement is the result of a process of compromise. The union does not uni-laterally decide which rights and protections are enshrined within a CBA.

Since it is an “agreement,” only the rights that our employer agrees with can make it into the CBA.

Without agreement on both the union and employer side, a CBA cannot be finalized or legally binding.

The union negotiating team goes into bargaining prioritizing our collective interests; however, our employer's negotiating team may have very different priorities. Collective Bargaining Agreements are the result of these different priorities meeting.

Many unions spend decades refining their CBAs. In this way, progress may be slow. Every negotiation cycle is an opportunity for improving our working conditions, but it also offers opportunities for erosion of those protections. A strong Collective Bargaining Agreement is impossible without a strong collective will behind it.

SOLIDARITY REPORT

- GEO began bargaining with the administration on March 30. We stand in firm solidarity with them and with ASCFME, who will begin bargaining soon.
- The State of Illinois still has no budget. NTFC, GEO, and CFA co-sponsored an event on April 3rd with State Representative Carol Ammons, featuring Ralph Martire of the Center for Tax and Budget Responsibility. Northeastern Illinois University cancelled 3 days of class due to the manufactured budget crisis. We still do not know what will happen to our health insurance premiums as the state is still bargaining with AFSCME.
- Champaign County voted to sell or privatize the Champaign County Nursing Home, eliminating good union jobs and an essential public service.
- On April 21st, Black United Front UIUC is conducting a Teach-In Action in the African American Studies Department to support Lou Turner, the wrongfully terminated Academic Coordinator for the Department.
- Project 1000 is a new initiative at UIUC to demand that the University admit at least 1000 Black students per year to more closely reflect the population, which is 15% Black while only 5-6% of UIUC students are.
- As bargaining continues without progress, University of Illinois Springfield United Faculty have authorized a strike. They need our support!
- University of Michigan GEO called off a walkout after reaching a tentative agreement on a contract that would compensate diversity labor and protect international students; hundreds had participated in a sit-in.
- After the death of a co-worker, non-unionized Resident Advisors at Scripps College have declared a strike and issued a list of demands.
- Full-time faculty members at Santa Fe Community College voted to unionize and will be affiliated with the AAUP.
- The AFT is considering challenging the results of the failed union election at Cornell University due to administrative violation of the agreed-upon code of conduct.
- Using the hashtag #nojusticenopizza, California's Undergraduate Workers Union has picketed and occupied the Golden Bear Cafe in Berkeley, with some workers getting arrested to demand back pay on stolen wages and a living wage.
- Non-tenure-track Fordham Faculty United filed to join the SEIU.
- The City University of New York and the State University of New York will soon be tuition-free for students with family incomes of under \$125k/year, provided they remain in-state afterwards for the same number of years as they have received the benefit.
- The Teamsters 688 boycott of Schnucks has ended!

H1B VISA CHANGES

Recently, changes to the H-1B visa application process were announced at the federal level, meaning that the "premium" application for these visa will no longer be an option. As a consequence, a number of faculty and staff on campus might be impacted by longer processing times that may conflict with expected hiring and employment timelines.

NTFC has met with Academic HR to assess some of the issues around these changes, but as the situation is somewhat fluid, please let us know if you think you might be affected. The Provost's office and HR are working to make sure visa holders are supported, but if you have concerns, let us know.

[The Daily Illini has a good piece on it.](#)

MISCLASSIFICATION OF VISITING FACULTY

As a result of research into the working conditions of Visiting Faculty, it came to the union's attention that some faculty have been classified as "visiting" in contradiction to Provost Communication #25. According to relevant Provost Communications, visiting should not be used with instructor, lecturer, or any of the research, teaching, and clinical professor titles. Normal visiting assistant professor is still accepted.

NTFC has been working with Academic HR to see how units plan to transition misclassified faculty into non-visiting positions. We have been told that units intend to correctly reclassify visiting faculty as part of the reappointment process.

If you were hired as part of a national search, your reclassification process should be fairly straightforward and may happen during this year's reappointment process. If you were hired without a national search, your unit may need more time.

If you are not certain whether you are currently misclassified as "visiting," read [Provost Communication #25](#).

You are also welcome to contact us at NTFC by emailing ntfc6546@gmail.com. If you are misclassified as "visiting," we recommend you talk with your Unit Executive Officer (e.g. head, chair, dean) to stay up to date about whether you will be reclassified in August. And please let us know how your reclassification process goes.

MEMBER PROFILE

DAN STEWARD



Dan Steward, a Visiting Assistant Professor in the Sociology Department, teaches a wide range of courses (from Introductory Sociology to the Sociology of Deviance and Technology and Society) in hybrid/blended or online forms. He has been actively engaged with both teachers and technologists on campus to cultivate online learning environments. Such engagement has prompted Dan to complement his long-standing research interest in censorship with the scholarship of teaching and learning online.

WHAT IS AN IMPORTANT UNION EXPERIENCE?

My favorite union experience is the Work-In we hold every Reading Day at the Illini Union. So much of our time together over the past couple of years has been focused on securing recognition and a collective bargaining agreement, and this has helped to build our solidarity, but I just love being with my colleagues when they are doing what they love. Whether folks are doing research on their laptops, or helping students who stop by to chat, it's so refreshing to do some of this work together. This work, after all, is why we're here. Everything else that we're doing as a union is about making such work possible.

WHERE WOULD YOU LIKE TO SEE THE UNION GO FROM HERE?

I would like to see the NTFC expand its scholarly profile and model the exercise of academic freedom for students at UIUC. The union has already hosted a number of "NTFC Presents" events, in which members have showcased their work for a public audience. I hope we'll see more of these, along with teach-ins and teach-outs, and that our campus leaders will endorse the scholarship and academic freedom of all faculty as the university community moves (hopefully) out from under the most recent AAUP censure.

Over the past few weeks, I've witnessed various constituencies practice and reflect upon academic freedom. Our union will do well to revisit and revitalize institutions like academic freedom.

GRIEVANCE COMMITTEE REPORT

Here's to the one-year anniversary of the signing of our very first collective bargaining agreement! That means that we are one year into defending our hard-earned contract language against potential violations. Through the grievance process, NTFC members have found solutions to a wide range of concerns including pay inequity, discrimination, and compensation. Many members have mentioned that, even in situations where the contract has not been violated directly, having a strong union behind them has made all the difference. As we move forward, there are some big deadlines coming up that are covered in our contract, including the new May 1st deadline for departmental notice of appointment and non-reappointment.

How can we all work to defend our CBA? One of the best ways is to anticipate potential problems. This means keeping up with your departments and understanding their plans.

Members: Speak to your departmental advisors, unit executive officers, and supervisors to better understand what their plans are and how they relate to you and our collective bargaining agreement.

Stewards: Speak to your colleagues and see how they are doing. Are there any issues that consistently come up?

Grievance Committee: Serve on the GC and get to know the contract and your union colleagues better!

Bargaining Research Committee: See something that you would like in the contract that we have not already won? BRC is the place for you. A first contract can always be improved the next go-around so have your voice heard on the issues you care about.

work-in & anniversary potluck

TWO EVENTS, BACK-TO-BACK!

May 4th :: 10am-2pm

End-of-Semester Work-In
Courtyard Café in the Student Union

May 5th :: 4:40pm-??

CBA's* 1st Anniversary Party & Potluck
Quality Bar in Champaign
End the School Year Right
with your Friends and Co-Workers!!

*see pg 1 body text

NTFC News and Notes | ISSUE NO. 1:3 | APRIL 2017

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