

# SIUE Faculty Association Newsletter

Volume 1, Issue 5 – *Finals Week Edition*

May 1, 2017

## The SIUC “Loan”

The next Board of Trustees meeting will be on **May 10, likely at 10 AM, in the Meridian Ballroom of the MUC**. We’ll post updates on [Facebook](#) and [siuefa.org](#).

If you want to speak in the public comments portion of that meeting, you should contact Misty Whittington at (618)536-3357 / [mistyw@siu.edu](mailto:mistyw@siu.edu)

**Given how many people will likely want to speak, it’s important to RSVP well in advance, directly to Misty.**

At the last meeting, the Union pressured the Board to postpone a half-baked proposal. Now, our job is to ensure that if (when) the Board goes through with the loan, they set clear limits on how much SIUC can take from us and exactly when they can do it, as well as set terms for exactly when we will be repaid.

**Please attend and wear red!  
Encourage students to come!**

**The bigger the turnout the Board sees,  
the more likely they’ll do the right thing  
for both campuses.**

**We are not an ATM to Carbondale!**

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## Summer Training

Are you interested in learning more about

- education issues & related politics in Illinois?
- effective advocacy & organizational leadership?
- how IEA works and its history?
- how to be a Rep or officer?

IEA sponsors training in the last week of July on the ISU campus. There’s great food and great company!

Kim went last summer and still raves about how informative and energizing it was.

Full and partial scholarships are available! Contact [Kim](#).

## SIUE Faculty Association

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Mother Jones Museum – Mt. Olive, IL

As part of their annual May Day celebration, the Mother Jones Museum in Mt. Olive, IL curated a special exhibit on higher education faculty unions, spearheaded by Dr. Rosemary Feurer, Vice President of the Northern Illinois University tenure-line faculty union.



(Charles Berger with Mother Jones)

About 100 people from across the country gathered on Friday, April 28 and Saturday, April 29 to view the exhibit, lay a wreath on Mother Jones’s grave, and see the deeply moving films [Blood on the Mountain](#) and [Mother Jones: America’s Most Dangerous Woman](#).

**The exhibit is up through October.  
It’s only 25 minutes north of Edwardsville.**

It’s important to know about Mother Jones and her passionate advocacy for workers’ rights and unions, despite the violence that businesses (and our own government) perpetrated against workers in the early 1900s. Men, women, and children were jailed, beaten, and killed for *trying* to organize and insist on fair treatment. Still, they persisted, and we are their beneficiaries. Over time, unions have won for us the 8-hour workday, weekends, FMLA, ADA, sick leave, benefits, child labor laws, and so much more.





## How is bargaining going?

The Bargaining Team has been to the table three times. Each session at the table was 2-4 hours long, preceded by 2-4 hours of the Team's preparing our positions and supporting arguments. That means our Team has already volunteered about 20 hours of work since mid-March!

### Faculty Association Team (thanks!!!)

Mary Sue Love, Chief Negotiator (Business)  
 Charles Berger (CAS)  
 Cathy Daus (SEHHB)  
 Gertrude Pannirselvam (Business)  
 Steve Tamari (CAS)  
*Alternate:* Kim Archer (CAS)  
 Michael McDermott (IEA UniServ Director)

### Administration team

Tom Jordan, Chief Negotiator  
 Mark Bacus (Vice Chancellor)  
 Erin Behnen (Assistant Provost)  
 Rick Levek (Director of Labor Relations)  
 Sherrie Senkfor (Director of Human Resources)

Just setting the Ground Rules took three sessions with the administration. On May 3, the Association will finally be able to present boilerplate contract language, such as who is represented by the Union (which was already established by the Labor Board), standard definitions of terms used in all contracts, and a prohibition on strikes and lockouts during the life of the contract. These should go quickly.

The administration's actions so far imply that they intend to argue almost everything. Despite this challenge, we're certain that both teams have the university's best interests at heart. Anything less than that would result in the kind of contentious bargaining we see [elsewhere in the state](#) and in the [governor's office](#) – something we *can* avoid and *want to* avoid here.

([UI-Springfield](#) keeps a very good blog about their negotiations for a first contract. If you have any questions after perusing this, just ask!)

Bargaining a first contract is a marathon, not a sprint. Long-established Unions can go faster because they negotiate changes from within their existing contract. We're assembling a brand new document, so everything must be agreed to for the first time. The Association Team knows this, and stays in contact with higher education faculty unions throughout the state, gathering strategies and advice. A first contract is hard work and it takes time, but your Team is braced for the long haul!

Are you ready to help? See below ....

## **Myths About the Union: Set the record straight!**

***“SIUE can't give us a raise because of the Union.”***

**FALSE.** Absolutely, definitely, YES, the University CAN give us a raise at any time, and we will all say THANKS! (or maybe, “It's about darn time!”)

The law states, in part, that SIUE cannot unilaterally change our wages, hours, or terms & conditions of employment without *first allowing us to bargain any negative impact of those changes*. This is called “impact bargaining.”

The law exists is to protect us from retaliation and to ensure that the university cannot implement *negative* actions without first giving us all the information they have about why a change is necessary, as well as a legally binding voice in how things are done. Given how monolithic administrative thinking can be sometimes, we might be able to find more creative solutions.

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***“If I don’t join the Union, it doesn’t affect me.”***

**FALSE.** All faculty in the Bargaining Unit will be bound by and will benefit from the contract that is currently being negotiated, whether they are a member or not. However, only dues-paying members have input on proposals and get to vote on whether to accept (ratify) the final contract.

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***“The Faculty Senate and Faculty Association are complementary, interdependent organizations.”***

**TRUE.** The Association and the Senate agree on most things, but they serve the faculty in different ways. By working together, they can improve and defend virtually every aspect of faculty life.

The Senate deals with academic policy on campus, “working within the system” to affect change – but is advisory to the administration. The Association, which is independent, can be the Senate’s “legal muscle” for enforcing policies, if needed. On the other hand, the Association draws on the considerable resources of the IEA (Illinois Education Association) to advocate at the state level for higher education in general and SIUE in particular. Further, as the exclusive representative of the Bargaining Unit with the right of collective bargaining, the Association strives to improve workplace welfare issues that are outside the Senate’s purview, such as salary, benefits, and workload.

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***“The Faculty Senate is enough to protect me.”***

**FALSE.** Everything the Senate does is advisory to the administration. We see this when the administration unilaterally overrules a Grievance Committee’s recommendation. On the other hand, the Faculty Association can legally obligate the administration to follow policies, including those approved by the Senate.

For example (as happened at SIUC in 2011), our administration could announce unpaid furlough days without first negotiating the impact of such a proposal with the faculty (“impact bargaining”). The Senate can point out the violation of policy, per the Faculty

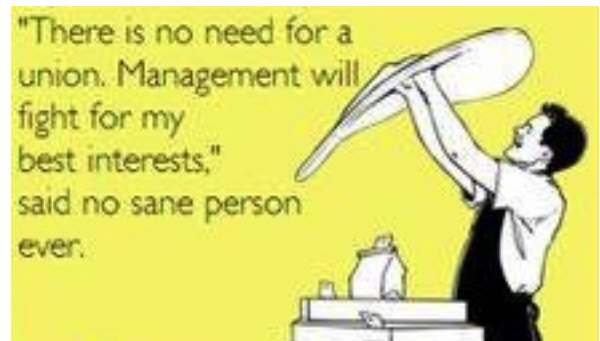
Handbook, and issue a resolution against such action. The Union, however, can file an Unfair Labor Practice (sort of like a lawsuit), while rallying community and coalition partners, and organizing other visible forms of protest that exert pressure.

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***“The Union cannot help with our health insurance.”***

**FALSE.** The Union can negotiate that SIUE pay a larger percentage of our premiums or consider using its own healthcare system that is separate from the state’s.

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**Small ways you can help with bargaining!**

Are you interested in improving our ....

- Salary
- System of raises (equity, merit, cost of living)
- Workload
- Health insurance premiums
- Grievance policies
- Onboarding & support for new faculty
- Leave policies (maternity/paternity, etc.)
- Benefits (family tuition, parking, etc.)

The Bargaining Prep Committee researches issues, writes contract language, proofreads the proposals, and coaches the Bargaining Team on arguments for why we need and deserve what we bargain for.

*BPC* members can also go to the table to present parts of our proposal.

Your colleagues will be working all summer on your behalf. There are a lot of small jobs anyone can do – no prior experience required – that would really help because there are so many of them.

Contact [Kim](#) to pitch in!

## “Teach Out” for Higher Education Funding

On Thursday, April 27, six SIUE students traveled to Springfield with Brian Henderson (English) and Kim Archer (Music) to participate in the statewide Teach Out for higher education funding.

Joined by several hundred students and faculty from EIU, WIU, NIU, NEIU, Governors State, and community colleges statewide, they participated in educational sessions taught in the rotunda of the capitol building:

1. Crisis Impact to Colleges and Universities: Quality, Faculty, Staff, and Community
2. Importance of Legislators’ Voting Records on Higher Education
3. No MAP Funding and its Harm to Students
4. Need for New Revenue
5. Reinvest to Heal Our Communities

The education sessions were followed by a rally on the steps of the capitol. Speakers included SIUE’s own Rep. Katie Stuart, Rep. Chris Welch, 2018 gubernatorial candidates J.B. Pritzker and Sen. Daniel Biss, state leaders of IEA, IFT, and AFSCME, undergraduate and graduate students, and SIUE-FA President Kim Archer. (speech below)



[IEA-NEA](#)

[WTTW](#)

(SIUE  
students in  
the video!)

[FOX](#)

[Illinois](#)

[WGN](#)

[SIUE-FA  
Facebook](#)

## Fund Our Future Coalition: Teach-Out for Higher Education Thursday, April 27

### Remarks on behalf of SIUE

It’s great to see so many people here today! Thank you to the students and faculty of our public universities, out here at the crazy-stressful end of the semester, to send a message to our *one-term* governor that public higher education is the future and the economic engine of Illinois.

Governor Rauner is already campaigning, saying he’s “gettin’ the message out to the people of Illinois.”

Here are some messages he doesn’t want you to hear:

Last year, the national average for state funding of higher education went up 3.2 percent ... unless you include Illinois, and then it’s a 1.8 percent deficit.

Yes, you heard that correctly. This governor’s shameful treatment of higher education is not only destroying Illinois, but now it’s deteriorating the national average of 49 other states, too.

Illinois should be an education leader, not a national drag. There are a lot of states inflicting harm on public education, but Illinois is the only one where the legislators do pass budgets, and yet one man stands in the way.

Here’s another message:

Enrollment in public universities only dropped by 1 percent this year, nationally... but it was an 11 percent drop in Illinois.

That’s 46,000 students. That’s more than the entire enrollment of The University of Illinois’s Urbana-Champaign campus.

In fact, 46,000 students is more than the entire enrollments of Western, Eastern, Northern, and UI-Springfield *combined*.

Think about it: By refusing to pass a budget, by refusing to fund higher education, by refusing to support you, the future of this state, this governor forced a higher ed enrollment deficit that – compared to the size of Illinois cities – is:

- More than the entire population of **DeKalb** or **Belleville**,
- Or about the same as the population of **Charleston plus Macomb**,
- Or almost twice the population of **Edwardsville** or **Carbondale**!

That's a lot of lost tuition when for three years the legislature averaged only 25 percent of its fiduciary responsibility to universities.

And we know that when students leave Illinois for colleges elsewhere, most don't come back – so that's an economic loss *and a brain drain* that will hurt us for a long time.

To add insult to injury, Illinois didn't appropriate anything **at all** for MAP grants this year. If you have one, it's likely your *university* is paying it for you, and hoping that someday the state will reimburse. You don't have to be a math major to calculate those odds.

There could be MAP funding, though. There could be higher ed funding. There is about *\$800 million* sitting untouched in Springfield. Why? Because the arrogant businessman in the governor's office keeps vetoing funding.

Rauner, who has no idea how to be a compromising grownup, much less a leader, is happy to dump an entire state's burden onto our backs.

We are Illinois. We are the economic engine and the future. And we are united in demanding that THIS. MUST. STOP.

What the governor doesn't realize is that by pushing his destructive agenda, he's the one UNITING us: Students. Teachers. State workers. AND the middle class. The elderly. The sick ... and the poor.

Meanwhile, Rauner *himself* made 188 million dollars in 2015 – more than THREE times as much as he made before taking office! It looks like our failed governor is enriching himself while hobbling the "people of Illinois."

Still, he's betting he can fool us with his homey duct tape commercials and his flannel shirt. He's betting we

won't stay informed, we won't get mad, and we won't protest. Well, here we are!

This governor and his allies in the General Assembly are also betting we won't remember what's going on *right now* when we vote in 2018. But we'll remember:

- Faculty and staff laid off at Eastern and Western,
- Northeastern closing the entire campus for three days,
- Chicago State faculty handing in their keys,
- One campus having to poach resources from others in the same System, just to stay open,
- Five public universities downgraded to junk bond credit ratings,
- 13 billion dollars in unpaid state debt, accruing up to nine percent interest, when student loans are only five percent,
- Hundreds of millions of dollars of untouched revenue enabling corrupt, incompetent leadership in Springfield – *instead of* supporting education and social services!

Governor Rauner *knows* we're here today . . . and he won't even come out and face us.

So let's make sure he hears our message loud and clear:

GOVERNOR: **DO YOUR JOB!**

**DO YOUR JOB! Join me!!**

**DO YOUR JOB!**

**DO YOUR JOB!**

