

# United Faculty of Central Executive Board meeting minutes

October 16, 2019

Hogue 101C, 12:00 pm-1:00 pm

Present: Gary Bartlett (taking minutes), Paul James, Kara Gabriel, Sathy Rajendran, Karen Roemer, Terry Wilson, Gary McNeil (WEA organizer).

Absent: Amy Hoover, Audrey Huerta, James Avey, Ruthi Erdman, Martin Kennedy, Dan Lipori.

- Meeting called to order at 12.02pm.
- Agenda approved.

## **Report: President (Bartlett)**

### Update on grievances, investigations, etc.

- Two complaints (both concerning denials of promotion to full professor from last year) are currently being considered by appeals boards.
- A new grievance is about to be filed concerning delayed salary for two ITAM faculty teaching in the FlexIT program: they haven't been paid for summer teaching yet.
- The officers are handling various other cases as they come forward (e.g. faculty needing representation in predisciplinary meetings, faculty being investigated by HR, etc.)

### Compression and equity process: public records request

- While the process was completed and many faculty are pleased, some faculty in ITAM are unhappy. One of them has submitted a public records request to the University. Those involved in the process—which includes LMC members, Salary Compression and Equity Taskforce members, and some UFC officers—are complying with the records request as appropriate. UFC believes that the compression and equity process was sound. All participants in the process agreed that the decision taken concerning how to categorize ITAM faculty was the correct one, given the evidence.

### Concerns about delayed overload compensation

- It appears that a lot of faculty who are working overload this year were not paid their overload on their first paycheck (Oct. 10). The issue first came to light in CEPS, but Bartlett is now aware of cases in COTS and CAH. He is trying to work with the administration to find out the nature and extent of the problem. UFC believes that under the CBA and state law, faculty must be paid any overload from the beginning of the year.
- Discussion ensued. Bartlett clarified that even if a T/TT or full-year NTT faculty member is only working more than 15 wlu in (say) Spring quarter, they are still considered to be on overload—over 45 wlu's—for the whole year, and their pay for the whole year must reflect that. Overload for such faculty is defined by the yearly workload, not quarterly.
- Rajendran noted that in CEPS, overload is calculated and paid quarter by quarter. This is a lot of paperwork already; but he fears that the paperwork will only increase if UFC's

approach is taken. Faculty will end up having to pay the University back if (say) a course is cancelled in the Spring. Bartlett responded that what should happen is that the faculty's Spring quarter pay should be reduced so that their total pay for the year comes out right.

#### Labor-Management Council

- The first meeting for the year is scheduled for Oct. 28, 3pm. Members: the UFC officers, Lynn Franken, Charlene Andrews, Jeff Stinson (CB Dean), Jill Hernandez (CAH Dean).

#### State labor board (PERC) ruling re the status of junior flight instructors in Aviation

- McNeil sketched out the history. Last year, the question arose of whether the junior flight instructors (JFIs) should receive labor representation. CEPS Dean Paul Ballard said they were faculty, and should be in the faculty bargaining unit. However, the Public Service Employees (PSE) took the matter to the state labor board. WEA argued in favor of the JFIs being in the faculty unit, but the board said they that the JFIs did not meet the criteria for being faculty. The JFIs will therefore need to vote to either be represented by PSE, or to have no collective representation.
- UFC now needs to decide whether to appeal. The recommendation from WEA attorney Eric Hansen (who argued the case), McNeil, Bartlett, and Hoover (who is in Aviation) is that the board's reasoning is sound enough that an appeal would be unlikely to succeed, and thus that UFC should let the matter rest.
- The members of the Executive Board present unanimously agreed that UFC should not appeal the labor board's ruling.

#### Tenure & Promotion Celebration

- This annual event is set for Thursday Nov. 7, Gallery One, 6pm. All faculty are welcome, and Executive Board members are encouraged to attend (and to lend a hand in setting up from 5pm, if available).

#### Bargaining survey

- The survey, for all faculty, will come out later this quarter.
- Gabriel noted that the previous survey was not well-designed. She offered her help to develop this year's survey. Bartlett will send her a copy of the previous survey.

#### UFC notice boards

- Huerta is taking charge of developing content for the boards. Photos and names of the UFC officers will be the first thing to go up, soon.

#### Membership

- Hoover is in charge of this. Bartlett reported that current membership is about 192. That is down from Spring. But that's normal summer attrition: faculty retire or leave etc. We expect to make those losses back, and more. We already have several new members this Fall. Bob Hickey and Ruthi Erdman are having a small amount of time bought out by UFC for recruiting.

Meeting adjourned at 1.00 pm.