



# Union of Part-Time Faculty at Wayne State University

UPTF / AFT, AFL-CIO

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## We've Won a Contract!

*New contract for UPTF went into effect July 16*

By Amanda Hiber  
UPTF member

At 6:30 a.m. on April 30, after a 21-hour final bargaining session, ten blurry-eyed members of the UPTF and the WSU Bargaining Committees stood up and shook hands over a tentative agreement reached between the two sides. The two bargaining teams met between one and several times every week from November 16 through April 30.

The UPTF's team was led by Thomas Anderson, a part-time faculty member in the History Department, and was composed of UPTF members Rayfield Waller from Africana Studies, Karin Tarpenning from Classical and Modern Languages, Literatures, and Cultures, William Bryce from Labor Studies, and Nancy Shattuck and Amanda Hiber from English. Bargaining assistance for the UPTF was provided by both Alyssa Picard and Jon Curtiss of the AFT.

The WSU administration's team was headed up by Vice President for Research John Oliver and included Associate Vice President for Academic Personnel Stephen Calkins, former Assistant General Counsel Alexandra Matish,



UPTF members gather at the April 30 Board of Governors meeting, just hours after reaching a tentative agreement with the administration.

*Photo courtesy of Alan Pollack, MECAWI*

Chair of Classical and Modern Languages, Literatures, and Cultures Margaret Winters, Graduate School Dean Steve Salley, and College of Education Associate Dean Steve Ilmer.

Only hours after the tentative agreement was reached, more than 30 UPTF members and allies gathered at the final Board of Governors meeting of the semester. UPTF Vice President and Bargaining Committee member Rayfield Waller voiced his appreciation to the Board for its part in making the agreement happen. Full-time faculty member and AAUP-AFT Communications Director

Steve Babson also voiced his support for the UPTF, as did Saundra Williams, President of the Metro Detroit AFL-CIO.

The UPTF Bargaining Committee conducted a survey of members in the fall of 2007 that asked us to list the top concerns we'd like to see addressed in their contract. The top two concerns were Pay Increase (30% of respondents cited this as a top concern) and Job Security/Seniority (18% of respondents cited this as a top concern). The Bargaining Team feels

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### New Contract Highlights:

- All part-time faculty will receive at least a 2% raise and a \$75 per credit hour raise in fall 2008.
- Those at the lowest salary level, who currently earn \$582 per credit hour, will earn \$700 per credit hour in fall 2008.
- In years 2, 3, and 4 of the contract, all part-time faculty will receive an additional 2.5% raise.
- If a course assigned to a part-time faculty member is cancelled after the first day of class and a replacement course is not available, he/she will receive 25% of the salary he/she would have earned.
- After 6 semesters of teaching and a successful departmental evaluation, part-time faculty will be promoted to "PTF 2" status, giving them a higher salary (a minimum of \$850 per credit hour), year-long contracts, and higher priority when courses are assigned.
- After 12 semesters of teaching (over at least 6 years) and a successful evaluation, part-time faculty will be promoted to "PTF 3" status, giving them an even higher salary (minimum of \$1,000 per credit hour), two-year-long contracts, and the highest priority when courses are assigned.
- WSU has established a \$25,000 professional development fund for part-time faculty.

See [www.uptf.org](http://www.uptf.org) for full contract



## We've won a contract—cont'd

strongly that these two concerns have been successfully addressed in our new contract.

As of fall 2008, all part-time faculty members will receive a 2% pay increase in addition to a \$75 per credit hour raise. Those who are paid at the bottom adjunct salary level (level A) will receive an even larger increase, from the current rate of \$582 per credit hour to \$700 per credit hour. All part-time faculty members will receive additional raises of 2.5% in each additional year of this four-year contract.

The new contract contains several stipulations that grant part-time faculty a degree of job security that we did not have before the contract. The most tangible of these is the introduction of a 3-tier system, whereby an adjunct has the chance for promotion to a higher level, which means higher pay and higher priority in the assignment of classes.

All current part-time faculty members will be considered at the Part-Time Faculty 1 level in the fall of 2008. However, beginning in winter 2008, those who have taught at Wayne State for six semester (or more), and pass an evaluation, will be promoted to Part-Time Faculty 2. If an adjunct meets the time minimum for promotion but his or her department fails to perform an evaluation at that time, his/her promotion is automatic. An instructor at the

Part-Time Faculty 2 level will normally be given year-long contracts. He or she will also be given priority over those at the Part-Time Faculty 1 level when classes are assigned.

After an additional 6 semesters of teaching at Wayne State (all years at WSU must add up to at least 6 years) and another successful evaluation, a Part-Time Faculty 2 instructor will be promoted to Part-Time Faculty 3. Instructors at this level are generally given 2-year contracts and are given priority in class scheduling over both PTF 1 and PTF 2 instructors.

These are only a few of the highlights of the new UPTF contract. To see the entire contract, go to [www.uptf.org](http://www.uptf.org). Hard copies will be available at the UPTF office for members to pick up in the near future—stay tuned for more details.

On June 9, ballots for contract ratification, mailed in by UPTF members, were counted. Of 248 votes cast, there were 245 “yes” votes and 3 “no” votes. Thus, the new contract was ratified by the membership by a 99% margin.

The contract officially went into effect July 16, 2008. This means: we are no longer invisible faculty members working under an administration with no real accountability. This means: we have *rights*. This means: a new day for part-time faculty at Wayne State.



UPTF Bargaining Committee Chair Tom Anderson signs the contract.  
*Photo courtesy of Rayfield Waller*



Bargaining Committee members Karin Tarpensing, Amanda Hiber, and Nancy Shattuck sign the contract.

*Photo courtesy of Rayfield Waller*



## New book by UPTF member features Detroit art

*Art History instructor Dennis Nawrocki's book is now in its 3rd edition*

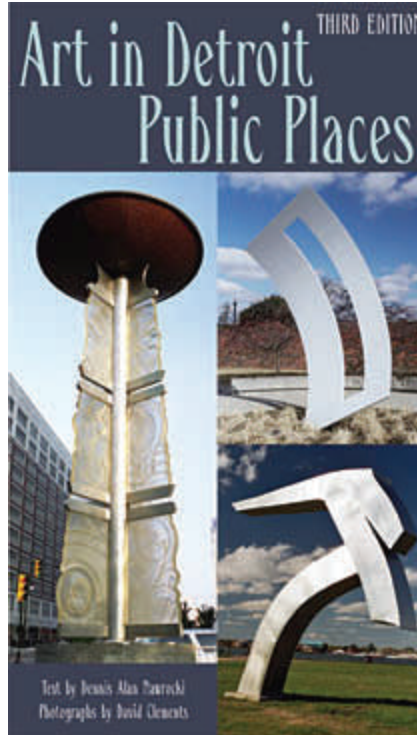
By Amanda Hiber  
UPTF Member

"With our artistic and architectural heritage always under threat from new development and sprawl, *Art in Detroit Public Places* showcases the rich tradition of public art already in our community and also raises awareness of the need for its preservation," says Wayne State University Press. This "classic guidebook," just published in its third edition in May, is authored by UPTF member Dennis Nawrocki and features photographs by David Clements.

Nawrocki, who has taught in the Art History department at WSU since 1993, also wrote the text for both the first and second editions of the book, which were published in 1980 and 1999, respectively. While Nawrocki says he "was always interested in art history," he took a rather circuitous path to get there.

A native of Grand Rapids, Nawrocki spent his undergrad years at Aquinas College. "My undergraduate school in Grand Rapids didn't have an Art History program," he explains. He majored in English instead.

Nawrocki came to Wayne State for a Master's degree in English, which he completed in 1964. He then worked as a full-time English instructor at several colleges in Ohio and Michigan. "Those were the days when you could get a full-time job teaching Composition" with a Master's degree, he says. "That was a nice time." Nawrocki then enrolled in the PhD program in English but "after a year, I just couldn't face it anymore," he says, "I just segued into Art History. I found I was much more content in that department and that discipline."



After completing his Master's in Art History in 1981, Nawrocki worked at several museums, including the Detroit Institute of Arts, the Museum of Contemporary Art in Chicago, and the University of Michigan Museum of Art. In all of these positions, his work was educa-

tion-related. "I've taught most of my life," he says.

At the University of Michigan Museum of Art, Nawrocki was Director of the Museum Studies. At the DIA, he worked in the Education department, giving tours to the public and training docents. In Chicago, he directed the museum's Education program.

Nawrocki has taught Art History in the Detroit area since 1990. Until 2002, he spent summers in Chicago, teaching at the School of the Art Institute of Chicago. He has taught in the Art History department at Wayne State since 1993 and also works as a freelance art critic. His criticism has appeared in *Art in America*, *New Art Examiner* and the *Metro Times*.

The newest edition of *Art in Detroit Public Places*, a part of the Great Lakes Books Series, features more than thirty new works of art in Detroit, such as *Monroe and Woodward Monument Markers* in Campus Martius and *Transcending* in Hart Plaza. The third edition of *Art In Detroit Public Places* is available via the Wayne State Press website:

<http://wsupress.wayne.edu>

### Union of Part-Time Faculty / Local 477

#### AFT, AFL-CIO

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## WANTED: Union Stewards

*Help maintain communication between the UPTF and your department, implement and enforce our new contract, and get to know your fellow part-time faculty members*

The UPTF Union Council is in the beginning stages of putting together a Stewards Council and we invite interested members to volunteer as union stewards in your departments and schools. What does a steward do, you ask?

A UPTF Steward will:

- Act as a liaison between the Union Council and UPTF members in his/her department or school—gathering and conveying information from one to the other.
- Become familiar with our new contract, and be able to answer questions about it raised by members in his/her department or school, or refer them to someone with an answer.
- Recruit members from his/her department or school to be active in the union.
- Help members in his/her department or school to resolve work-related problems, by meeting with the appropriate people and by encouraging a collective approach where possible.
- Help members in his/her department or school to file grievances, when necessary, and participate in the resolution of grievances.

Like all member-held UPTF positions, stewards are unpaid volunteers. However, stewardship brings with it unique benefits such as being more informed about UPTF members' rights, being more involved in union decision-making, helping ensure that your department or school is run fairly, making sure concerns and issues specific to your department or school are addressed by the union, and, perhaps most valuably, connecting with and getting to know other part-time faculty at Wayne State.

If you have any questions about the duties of a union steward, or would like to volunteer to be a steward for your department or school beginning in the Fall 2008 term, please contact the UPTF office at (313) 832-7902 or [uptfaft@gmail.com](mailto:uptfaft@gmail.com).

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## The Life of a Union Steward

*The UPTF Communications Committee spoke with two stewards from our sister union, the Lecturers' Employee Organization (LEO) at U of M-Dearborn*

*Joe Gaughn has taught anthropology at both UMD and WSU for 20 years;*

*Marjorie Lynn has taught in the writing program at UMD since 1991.*

**UPTF:** What are the best thing and the worst thing about being a steward?

**Joe Gaughn:** The best thing is that the members have somebody to come to who can tell them things they need to know. I can refer them to people that can help them if I can't directly, and hopefully reassure them and smooth some feathers.

The worst thing is trying to hold regular meetings, keeping it going institutionally; that's hard work.

**UPTF:** What have you learned from being a steward--practical skills, anything intangible?

**Marjorie Lynn:** A steward needs to have people skills--active listening rather than talking, rather than being a hard sell. It's important to ask questions and find out what their concerns are.

**JG:** Reaching out. Our department includes not only anthropologists but sociologists and psychologists, that is, colleagues that I don't necessarily see that often, and I have to reach out to them and get to know them and establish networks.

The intangible is the sense that there is an ongoing, functioning organization that I'm part of and that I can play a role in maintaining and perpetuating.

*Cont'd on page 5*



## The Life of a Union Steward—cont'd

**UPTF:** Was it hard to master the contract language so that you could explain it to other people?

**JG:** Yeah. I still make mistakes and I don't know every detail.

**ML:** Yes. I do not have it in my head as some of our people do. I have to have a copy to refer to. I know where to look.

**UPTF:** Do you feel you're able to answer most questions members have, or do you often have to refer them to others?

**JG:** I can answer most of the questions, but there are situations where answers aren't enough. I need to refer them to the grievance committee or our staff organizer, people who are in contact more regularly with HR and the administration.

**UPTF:** What does a steward do besides work on problems?

**ML:** We recruit members, get them to sign up. We distribute information and make sure people are up to date on things. We report to the membership as necessary and carry information from the department back to the officers.

I meet with the management people, the director, once or twice a year, and if there's anything that seems to be a little odd about class assignments, then I will talk to the management. For example, suddenly the administration got the idea to have a lecturer as a nonvoting member on some committee. Someone was just chosen by the chair, with no election, when it should have been broadcast. I had to talk to the dean.

Our job is to make the administration aware that there is a contract and that they have to be as aware of it as we are.

**JG:** Getting people to come to meetings. Letting people know what's coming up--what we're doing to prepare for our next contract negotiations, or meetings of LEO as a whole. For the membership meetings we want to get as much participation as possible.

**UPTF:** What's your best success story?

**JG:** One of the lecturers was called in to see the chair. He had inadvertently revealed a grade he'd given a student, and he was very worried about it. I told him he was entitled to have somebody with him--it could have been me or somebody else in LEO--but I think he was mostly worried because he didn't know the chair well. Things came out fine. When we did meet with the chair he realized it wasn't as serious a situation as he'd thought. I talked to the chair also ad hoc.

**ML:** Catching a question of class assignment. It turned out to be a really important grievance that kept our program director's toes to the fire. Some people who had higher seniority lost some classes in favor of some people who had lower seniority. They ended up getting partial payment for classes that were taken away from them.

**UPTF:** Do you have advice for those who are considering becoming stewards?

**JG:** Read the contract and read it carefully. Human Resources will have different interpretations from ours on certain issues and sometimes we win, sometimes they win. It's an ongoing thing to enforce compliance.

**ML:** Practice active listening. Find out what members' concerns are before jumping on them with an agenda. And practice patience. Not everyone is at the same place of enthusiasm.

If you can get teams to work together, that makes it easier. My officemate answers questions that people have. We look similar; people may think they're talking to me sometimes!

*The UPTF Union Council wants to know...*

### ***Are you being compensated for parking?***

Because you should be! Wayne State has a presidential policy that mandates that departments/schools reimburse all part-time faculty for parking for each class day they teach. The UPTF has been notified that some departments/schools are not complying with this policy. The union is compiling information to send to the president, to ensure that all part-time faculty are reimbursed for parking. So, if you are not receiving this compensation, *call the office at (313) 832-7902 or email [uptfafi@gmail.com](mailto:uptfafi@gmail.com).*



# Dues: What are they (good) for?

By Amanda Hiber  
UPTF Member

Union dues are based on a simple concept: the union needs funds to operate. Connecting, educating, organizing, and protecting members requires supplies and labor. Union dues contribute to expenses as small as pens, paper, and tape and as large as lawyers' fees and staff salaries.

Since dues are a percentage of members' income, a union whose members make a higher income can usually survive on a lower dues rate than a union whose members make less money. For instance, a 1% dues rate on an annual income of \$200,000 will produce \$2,000 a year while it will

only produce \$200 on an income of \$20,000.

Under U.S. labor law, unit members may opt out of being full, dues-paying members of the union. At the same time, a union is required to represent *all* members of its unit—including non-members—in both bargaining and grievance actions. Because representing *all* unit members costs the union money, those who do not wish to join the union are still required to pay some fee for the union's services. This fee, called an agency fee, is somewhat less than member dues, though generally not by much.

Full union members enjoy important benefits not enjoyed by agency-fee pay-

ers. For instance, non-members cannot vote in union elections, including election of officers, or on union contracts. Non-members may not run for union offices.

Dues for American Federation of Teachers (AFT) locals are typically between 1% and 2% of a member's salary. Most of these locals represent full-time teachers who earn much higher salaries than part-time faculty. The UPTF approved a 1.85% dues rate and a 1.65% agency fee rate at its August 7 general membership meeting. At the October meeting (details to follow), members will vote on whether to continue these rates.

The UPTF Union Coun-

cil proposed these dues based on a budget for the 2008-2009 fiscal year which includes salary and benefits for our staff organizer (Bryan G. Pfeifer) who is responsible for the day-to-day administration of the union; office overhead, such as rent, utilities, use of copier, etc.; office telephone and internet; postage; printing; legal fees (necessary if a grievance goes to arbitration); dues to state and national AFT, which provides our local with invaluable resources; and other expenses. None of the UPTF officers is paid.

To see the complete budget, go to:

[http://www.uptf.org/uptf\\_documents/budgetdocuments.pdf](http://www.uptf.org/uptf_documents/budgetdocuments.pdf)

## October 17 Membership Meeting

*Mark your calendars!*

It's a new day for part-timers at Wayne—we have rights! Let's have a big turnout for our first membership meeting of the school year. At the October 17 meeting, members will:

- Get oriented to our contract. Find out what the language on raises and seniority means from the folks who bargained the contract. The administration will need to learn to live with the new situation too, and we're the only ones who can teach them how.
- Vote on whether to continue UPTF dues at the current rate. The Membership approved 1.85% of salary for member dues, and 1.65% of salary for non-member agency fee, at the August 7 general membership meeting. See above for more on union dues.
- Do you have what it takes to be a steward (see page 4)? Hear from Wayne part-timers who've been stewards at other universities—and find out. We're looking for at least one member from each department.
- Enjoy the fellowship of folks like yourself, including those who've worked for a couple of years to organize the UPTF at Wayne.

*Meeting time and location T.B.A.—keep an eye open for updates!*



## Politics and Collective Bargaining at WSU

By William Bryce  
UPTF Member

I'm William Bryce from Labor Studies. Nida Doner (Social Work) and I chair the UPTF Political Action Committee. If you have questions about our local union and politics I will try and answer them. I can be reached at 313-832-3774 or e-mail at: [wabryce@comcast.net](mailto:wabryce@comcast.net)

Many members including myself are very pleased with our first contract. It is important to remember first contracts are something that local unions build on. We are very fortunate to have done this well our first time out.

There are several reasons for our success. Alyssa Picard and Jon Curtiss, our servicing representatives from the MFT, are experienced and skilled bargainers. Tom Anderson, the chair of our bargaining committee, was not only well prepared but did a breathtaking amount of work on our behalf for no pay (Tom gets my vote for sainthood). Bryan, our staff organizer, did an excellent job mobilizing community support, as did our President Susan Titus and other activists in the local. It was a first class group effort.

But let us be very clear. Winning a good first contract would have been much harder without the support

of pro-union people on the Wayne State University Board of Governors.

At key points in the negotiations the UPTF was able to take arguments directly to President Reid through our supporters on the Board of Governors. Without this support we would have had a much tougher "row to hoe". From the point of view of the UPTF at WSU, electing pro-union governors is one of the keys to continued success. Two of our supporters are up for re-election. The UPTF leadership urge you to support the folks who supported our union. Jacquelin Washington and Paul Masseron are two incumbent Governors that the

UPTF needs re-elected.

As you well know, Michigan is having economic problems. The auto industry is in crisis and the economy is heading into a serious downturn. There are no shortage of people who believe education is a luxury, teachers are over paid and under worked. In this climate electing politicians who are pro-teacher and pro-education is key to public education's survival.

All UPTF members need to know the candidates and their views on education related matters. I would appreciate suggestions you have on getting members to vote and educating members on candidate's positions.

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### **The UPTF Newsletter wants to hear from you!**

Do you have an idea for a newsletter article  
or an article to contribute?

Do you have feedback for the Communications Committee  
on the newsletter?

If so, email the Communications Committee chair, Amanda Hiber, at  
[ahiber@yahoo.com](mailto:ahiber@yahoo.com)

or

mail letters to the newsletter at the UPTF office:  
5057 Woodward, Suite 3301, Detroit, MI 48202



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An injury to one is an injury to all!

[www.aftmichigan.org](http://www.aftmichigan.org)

# Membership Meeting

**October 17, 2008**

Time and Location to be announced

- Get oriented to our new contract
- Vote on continuing dues rate
- Learn about steward duties
- Meet your fellow part-timers