

AAUP

Voice

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July 2013

"Academic freedom for a free society"

IMPLEMENTING THE NEW COLLECTIVE BARGAINING AGREEMENT

ELECTION OF NEW EXECUTIVE COUNCIL OF OFFICERS

The bylaws of our AAUP chapter require that new officers be elected in the semester following the ratification of a *Collective Bargaining Agreement* (CBA). Following the bylaws, the Executive Council is required to provide a slate of nominees prior to the election that must be conducted in the first 90 days of the semester.

The Executive Council will call a meeting of the Steering Committee in early September to discuss, among other issues, the selection of nominees and the scheduling of the election.

In addition to the slate of nominees put forward by the Executive Council, any member of the AAUP may run for any office provided a petition is filed three weeks prior to the election. The Executive Council looks forward to and encourages full participation of AAUP members in selecting a new leadership.

COMMITTEES TO IMPLEMENT KEY CONTRACT ISSUES

The new CBA establishes several committees to focus on key issues affecting faculty members and the conduct of University activities. When the Executive Council meets with the Steering Committee in September, membership on these committees will be discussed. The committees and their charges are the following:

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CNTT Faculty

A letter of understanding requires that three AAUP members serve on a committee that will recommend how best to incorporate the terms of employment of CNTT faculty into the CBA that is currently in the *Faculty Handbook*. The committee, which will also have three Senate members and three members designated by the Provost, will be chaired by one of the AAUP members.

Searches for Academic Administrators

A letter of understanding requires that AAUP members serve on a committee with members designated by the Provost and by the Faculty Senate to “develop and recommend a policy that provides for meaningful representation of faculty in searches of academic administrators, including Provost and Dean, to ensure a broad range of views.”

Retirement Provisions

Under Article 9.12, the Administration has proposed and the AAUP has agreed to form a committee composed of members designated by the AAUP and members designated by the Administration to review and make recommendations on retirement provisions in the CBA, including phased retirement and the one-time retirement payment.

Review Algorithm for Salary Disparity Study

The CBA requires that a salary disparity study be conducted during the first semester of the contract. This study will serve as the basis for making decisions on payments to individual faculty members for salary inequities. Before the study is conducted, the AAUP will appoint members to review the algorithm used in the study.

Hearing Aids

At the present time, the CBA does not provide benefits toward the purchase of hearing aids. By letter of understanding, AAUP members and members designated by the Chief Human Resources Officer shall investigate a benefits plan for the purchase of hearing aids by working with the Benefits Office and the State of Delaware.

CNTT CAUCUS FORMED

Since CNTT policies were established by the AAUP and the Administration in the mid-1990s, both the AAUP leadership and CNTT faculty members have recognized that CNTT faculty members have issues and concerns that require particular attention and advocacy. During this past spring semester, the AAUP sought to facilitate CNTT faculty

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AAUP Voice

A. Timothy Spaulding
VOICE Editor

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The Voice appears four times a year, twice in the fall semester and twice in the spring semester.

The Executive Council acts as the editorial board. During contract negotiations or when otherwise warranted, Bargaining Team members also participate on the board.

AAUP Executive Council:

Calvin Keeler, President
Danilo Yanich, Vice President
Brian Hanson, Secretary
Diane Ferry, Treasurer
Leslie Reidel, At-Large
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members in establishing a caucus to enable CNTT faculty to discuss issues of mutual concern and formulate approaches to them. As a result, two meetings of CNTT faculty were held, one in April and one in May. More than twenty-five CNTT faculty members attended each of these meetings. The CNTT faculty members expressed their views during Senate discussions of and votes on issues affecting them, and have provided input to the AAUP leadership about specific issues affecting their employment status. It is clear that CNTT faculty members have been energized by the formation of their caucus and have expressed a strong conviction to continue their efforts. The AAUP will assist them in that endeavor.

SUPPORT AND JOIN THE AAUP

The greatest strength that the AAUP has is an active, engaged and vigilant membership. For the AAUP to do its work requires that all faculty members join and participate. If you are not a member of the AAUP, now is a critical time for you to join and build our bargaining power. You can join by filling out a form on the AAUP web site. If you are a member, it is important that you participate. By definition, a membership organization needs active members. That is the source of the AAUP's strength and success.

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