

Contract Summary

Negotiating Team

PNC Members

- Mike Canjar
- Doug MacDonald
- Kris McLonis
- Gail Presbey
- Shuvra Das
- Carla Groh
- Prasad Venugopal
- Nancy Calley

Volunteers

- Barry Daupin
- Kate Walters
- Mary Higby

Compensation: Raise

Raises during Contract

Year 1	3%	
Year 2	3%	
Year 3	3%	+ 150k Equity
Year 4	3.5%	+ 150K Equity
Year 5	4%	+ 150K Equity

Directed Studies: FCS (9.7)

- Finkenbein Chit System
- Proposed but not obtained for 2003 contract
- Course Release for Directed Studies (DS)

Undergrad DS	Bank 10% of Course
Grad DS	Bank 12.5% "
- Start with Clean Slate

Other Compensation

- Compensation for Dissertations/Thesis (9.7)
 - Dissertation Chair : \$75/credit hour
 - Other Committee Members: flat \$100.
 - Master's theses are considered same as directed readings
- Formula for Chair/Director Compensation(9.4)
- Merit Pay: Possible Discussion on additional money (13.9)

Special Term Teaching (9.5)

Was	\$1300 per credit hour
Year 1:	\$1340
Year 2	\$1380
Year 3	\$1420
Year 4	\$1470
Year 5	\$1530

Our Share of Health Benefits (9.8)

	Last Contract	Year 1	Year 2	Year 3	Year 4	Year 5
Community Blue 1 Single	0	0	10%	20%	30%	30%
CB3/HAP Single	0	0	8.3%	16.7%	25%	25%
Community Blue 1 Couples Family	25%	25%	30%	30%	30%	30%
CB 3 / HAP Couples Family	25%	25%	25%	25%	25%	25%

Other Benefits

- Giveback for not using UDM health coverage is increased from \$800 to \$1300 per year
- Domestic Partner Coverage is available through HAP.
- The Existing Vision Plan will be better publicized.
- Several dental plans outside of UDM dental school are available at the UDMPU member's expense

Research & Development Funds

- Voucher Fund in 11.6

Now	115,000
Year 1	150,000
Year 2	150,000
Year 3	175,000
Year 4	175,000
Year 5	200,000
- Plus 100K a year in the Internal Grant Fund (11.7)

Use of Voucher Fund (11.6)

- R & D support “for purposes including but not limited to:
1. Travel to and registration for academic conferences, workshops, retreats and continuing education;
 2. Membership in professional organizations;
 3. Assistance in fees for appropriate trade or academic publishing in which financial subsidy is required as a condition for the publication of the results of the employee’s scholarly research;
 4. Relevant scholarly publications; and,
 5. Fees to gain access to scholarly publications, such as inter-library loans, etc.

Intellectual Property

- IP Policy adopted based on previous draft, affirming our ownership of work done with “ordinary resources”. (Appendix A)
- Patent Policy adopted. (Appendix B)
- Agreement to hold UDM-UDMPU discussions when an online program is implemented. (13.10)

Lecturers (5.10)

- Non-Terminally degreed that teach 12 hours
- Non-Tenure. Receive rolling 3 year contracts after their probationary period and review.
- Bargaining Unit Members. Full Benefits.
- May be Promoted to “Senior Lecturer”
- 50% of Sections taught by Lecturers count in the “part-time” column for adjunct numbers
- Number of Lecturer tied to compliance with adjunct ratio: 4 + 2 + 2 for max of 8.

Adjunct Numbers & Remedies (3.3)

- Same Full Time/ Part Time 65% / 35 %
- If they miss by $\leq 1\%$, same response as in current contract .
- If they miss by more than 1%, specific requirements to hire create and fill new tenure track lines.
- Number of Lines = $1/5$ (No of Sections)

Example of Adjunct Enforcement (3.3)

- Suppose that in one year there 1000 sections; with 600 FT and 400 PT.
- Contract ratio requires 650 FT. Shortage: 50 sections.
- That year, they add $50/5 = 10$ new net line.
- If nothing else changes, they would gain 30 more sections from the new hires and be 20 short.
They would hire $20/5 = 4$ more faculty.

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