

**UDMPU Board Meeting
Minutes – 11/11/08**

Present: Stokes Baker; Mike Canjar; Don DiPaolo; Cindy Gillham; Heather Hill-Vásquez; Jim Lynch; Lorri MacDonald; Kris McLonis; Stephen Manning; Kate Walters; Joanne Yastik; Larry Zeff

I. Call to Order.

II. Voucher Fund for Research and Development Support.

An administrative assistant in one college has distributed a troublesome memo regarding how bargaining unit members in the college are to receive their vouchers (as guaranteed by the contract, section 11.6). In addition, the tone and message of the memo suggest a distrust of faculty which undermines faculty morale. The Board acknowledged that the memo is but one more example of a persistent problem in this particular college regarding the distribution of voucher monies to bargaining unit members. It was recommended that the Dean of this college receive a reminder as to the contract language and that s/he be urged to communicate that contract language and proper procedure to his/her staff. The memo from the administrative assistant will be brought to the next E.L. meeting and the issue will be placed on the E.L. agenda.

III. A motion was made to approve the minutes of 10/28/08 and the motion passed.

IV. Treasurer's Report.

a. McLonis reported \$41,054.87 in checking and \$69,888.99 in savings for a total of \$110,943.86 in the Comerica accounts.

b. Recent activity includes a deposit of three checks for religious objectors on 11/7/08 in the amount of \$2449.00.

c. A check in the amount of \$18,298.27 will soon be sent to MEA for dues.

d. A motion was made to accept the Treasurer's Report and the motion passed.

V. Faculty Memorial Endowed Scholarship.

a. The Board discussed how to respond to a memo from the UDM Annual Gift Programs Office. The memo indicates that, according to UDM rules, an endowed scholarship must have a balance of at least \$25,000. As the scholarship has a balance of \$11,905.86, the memo requests that the UDMPU re-designate the scholarship as expendable (so that it may be used now) or commit to endowing the scholarship—increasing its balance to \$25,000—within the next three years.

b. In response, the Board agreed to the following actions:

1) Canjar will contact the author of the memo and ask for additional information. He will also clarify the role of the UDMPU in determining recipients and the application process.

2) An e-mail will be sent to bargaining unit members asking for contributions to the scholarship.

3) The issue will be placed on the agenda for the next E.L. and the officers will ask that the scholarship be treated as an exception to UDM endowed scholarship rule (requiring the \$25,000 amount).

4) An ad hoc scholarship selection committee consisting of three faculty members will be formed to determine selection process and to select recipients.

VI. Grievance Report.

a. In connection with the ongoing parking issue, Manning reported that, as discussed at the last E.L., we are waiting on a response from the administration regarding the return of 24 parking spaces for faculty/staff in Lot G. Again, Manning recommended that, once we receive this response, a correspondence should be sent to UDMPU members regarding what parking is available to faculty/staff.

b. Unfortunately, the administration has cancelled the previously scheduled November E.L. meeting. The next E.L. meeting is scheduled for 12/2/08.

c. Ongoing concerns from bargaining unit members regarding the Chairperson/Area Coordinator Salary for Additional Service as indicated by the new contract (sec. 9.4) were discussed. While these members were informed—as discussed at the last Board meeting—that a study was underway to indicate whether the new formula for compensation would benefit or hurt a majority of the affected bargaining unit members, the concerned members were not necessarily satisfied with this approach. In response, Chief Negotiating Officer Zeff indicated that this section of the contract is one which is problematic and open to interpretation. While there was an initial assumption of retroactive application of the formula for compensation, this application becomes difficult in large part because it may conflict with the contracts that Chairs, etc. have already signed for their compensation for AY 2008-2009. Ultimately, Zeff asserted that the action the UDMPU should take depends on the consequences for the majority of the affected bargaining unit members. Regardless of what happens this academic year, the formula will absolutely be applied to determine compensation for AY 2009-2010.

d. In connection with an ongoing issue in one college regarding workload issues, Zeff reported that one bargaining unit member has accepted the administration's counter offer for remuneration and one bargaining unit member has not.

e. Canjar reported that he has received information that one college, in assigning overload teaching to bargaining unit members, has not been informing these members as to the amount of their overload pay. This issue will be placed on the agenda for the next E.L.

f. A motion was made to accept the Grievance Report and the motion passed.

VII. CHP and Section 5.8 (v) of the New Contract

a. Discussion focused primarily on Section 5.8 (v) (d) with an emphasis on "In the spirit of shared governance, these reduced responsibilities are to be mutually agreed upon by CHP faculty and the Dean of that College." Concerns were raised that CHP faculty have not been a part of this mutual agreement and that, instead, the Dean has been the primary force behind determining the nature of the "reduced responsibilities." As the contract appears not to have been followed, CHP faculty were urged to organize and form a faculty committee that insists on a process that abides by the contract. This issue will also be placed on the agenda for the next E.L.

b. Discussion then turned to Section 5.8 (v) (a). There appears to be a conflict between what is indicated in this section of the contract and what has been communicated to CHP faculty by the Dean. This issue will be placed on the agenda for the next E.L.

VIII. In response to a concern raised about a disparity between new faculty hires' salaries and current faculty in one college (a concern also raised at the previous Board meeting), the Board discussed that the contract indicates that the administration is allowed to pay faculty more than the required minimum. It was recommended that the affected faculty communicate the adverse affect of the situation on faculty morale to the applicable Dean and ask for the Dean's assistance in rectifying the disparity. This issue will be placed on the agenda for the next E.L.

IX. A motion was made to adjourn and the motion passed with adjournment at 2:20 p.m.

Respectfully submitted,
Heather Hill-Vásquez